



The Fundamentals of FMLA for Managers

March 14, 2023 • 1:00 pm - 2:05 pm ET

Gain the checklist needed to ensure compliance with the FMLA.

Agenda

FMLA Fundamentals for Managers

- Background
- Key Terminology

FMLA Examples and Case Overview

- Examples of Qualifying Reasons
- Examples of Non-Qualifying Reasons

Manager's Checklist

- Employee Notice
- Managers Role in FMLA Leave

Considering Other Leave Laws

- State Family and Medical Leave Laws

With the federal Family and Medical Leave Act (FMLA), many department managers struggle to understand the act's complex requirements, such as workplace notice rules, what qualifies for leave under the act, and what affirmative steps they are required to take when put on notice of an eligible employee's need for leave. Leave management becomes increasingly confusing when managers must navigate the differences between FMLA and a state family and medical leave law. This presentation will equip you with the checklist you need to ensure compliance with the FMLA, including how to issue spot when an employee may be eligible for leave under the act, how to properly designate (or deny) leave, and a manager's responsibilities while an employee is on FMLA leave and when the employee returns to the workplace. You will gain an understanding of the act's key terminology, hear examples of real court cases involving the act, and learn how to avoid FMLA missteps.

Faculty

Sue M. Bendavid

- Chair of the Employment Practice Group at Lewitt Hackman in Los Angeles
- Works exclusively with employers and management and is a strong advocate for claims prevention and compliance training
- Handles both individual and class action litigation in the trial and appellate courts and represents employers before various government agencies, including the Equal Employment Opportunity Commission
- Has achieved the highest rating in the Martindale-Hubbell Law Directory
- Repeatedly named one of the Best Lawyers in America in labor law by Best Lawyers Magazine
- Has been designated a Southern California Super Lawyer in labor and employment law by Super Lawyers Magazine for the past 15 years
- Contacted each year by Loyola Law School to participate in the school's Moot Court Competition to act as presiding judge
- Interviewed regularly by local, state, and national media outlets, including NPR, regarding legislative and litigation trends in employment law
- Admitted to practice in California and before the U.S. District Court and the Ninth Circuit Court of Appeals
- Served as attorney in several notable appellate cases

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- SHRM 1.00

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Learning Objectives

After attending this live webinar, you will be able to:

- discuss a manager's responsibilities while an employee is on FMLA leave.
- explain differences between FMLA and a state family and medical leave law.
- identify how to properly designate (or deny) leave.
- recognize how to spot when an employee may be eligible for leave under the act.

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