

## Critical Issues On The Agenda

9:00 a.m. - 9:45 a.m.

- I. FMLA Update**  
— *Kirk J. Angel, J.D.*
- A. Latest Agency And Court Developments On FMLA Issues

9:45 a.m. - 10:30 a.m.

- II. Employees On The Cusp: Dealing With Difficult Eligibility Issues**  
— *Paula H. Harvey, SPHR, ASC*
- A. Overview  
B. The 75-Mile Radius Dilemma  
C. Temporary And Leased Employees  
D. Related Business Entities  
E. Medical Certification And Documentation Issues  
F. Other Challenges

10:30 a.m. - 10:45 a.m.

**Break**

10:45 a.m. - 11:30 a.m.

- III. Not All Family Members Are Created Equal: Responding To Requests To Care For Adult Children, Domestic Partners, In-Laws And Others**  
— *Kirk J. Angel, J.D.*
- A. Adult Children  
B. Common Law Spouses  
C. Domestic Partners/Same Sex Spouses  
D. Extended Family

11:30 a.m. - 12:15 p.m.

- IV. Real-World FMLA Issues In Benefits Administration: Flex Plans, HIPAA, COBRA And Other Benefits Challenges**  
— *Paula H. Harvey, SPHR, ASC*
- A. Collecting Health Plan Premiums For Paid And Unpaid Leaves  
B. Determining When To Offer COBRA Continuation Coverage  
C. Resuming Health And Flexible Spending Account Coverage After FMLA

12:15 p.m. - 1:15 p.m.

**Lunch (On Your Own)**

*Lorman Education Services reserves the right to modify the agenda and the faculty when circumstances are beyond our control.*

1:15 p.m. - 2:00 p.m.

- V. Interplay Between the ADA, FMLA and Workers' Compensation**  
— *Kirk J. Angel, J.D.*
- A. Eligibility Requirements  
B. Grounds For Leave Of Absence  
C. Obtaining Medical Information About Employees  
D. Medical Fitness For Duty Certificates  
E. Transitional Duty  
F. Benefits While On Leave  
G. Attendance Policies

2:00 p.m. - 2:45 p.m.

- VI. Regulatory Challenges: Taking Issue With The Federal Department Of Labor**  
— *Kirk J. Angel, J.D., and Paula H. Harvey, SPHR, ASC*
- A. Invalidated Regulations  
B. Proposed Revisions To Regulations  
C. Strategic Considerations

2:45 p.m. - 3:00 p.m.

**Break**

3:00 p.m. - 3:45 p.m.

- VII. Plugging The Dam: Intermittent And Reduced Schedule Leave**  
— *Paula H. Harvey, SPHR, ASC*
- A. Common Issues In Managing Intermittent And Reduced Schedule Leave
1. Late Or Inadequate Notification
  2. Incomplete Certifications
  3. Suspicious Claims
  4. The Floodgate Effect
- B. Strategies For Controlling Intermittent And Reduced Schedule Leave

3:45 p.m. - 4:30 p.m.

- VIII. You Be The Judge: Practical Applications From Case Studies**  
— *Kirk J. Angel, J.D., and Paula H. Harvey, SPHR, ASC*

## The Benefits For You

After more than a decade, the FMLA remains an extremely difficult and frustrating law for employers to administer, and it creates several traps that can lead to employer liability. This seminar moves beyond the basics, and will assist you in sorting through the complex and challenging real world issues involved in complying with the FMLA.

### Seminar highlights:

- Who is really eligible for FMLA benefits?
- Addressing FMLA issues that may relate to ADA and workers' compensation issues
- FMLA and benefits – what is an employer to do?
- Intermittent and reduced schedule leave

## Written Materials/CD Audio Recordings

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## Continuing Education Credit

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The American Payroll Association may accept this course for recertification credit hours toward the FPC and CPP recertifications.

This program has been approved by the North Carolina State Bar Board of Continuing Legal Education for 6.00 CLE hours.

This program has been approved for 6.00 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI homepage at [www.hrci.org](http://www.hrci.org).

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## Our Distinguished Faculty

### Kirk J. Angel, J.D.

**Kirk J. Angel, J.D.**, is an attorney with over nine years of experience in handling all aspects of employment law. Mr. Angel began his practice in Tennessee with a law firm which only represented employees. After leaving that firm in 2001, he became a trial attorney for the U.S. Equal Employment Opportunity Commission in the Charlotte district office, handling litigation in federal courts in North and South Carolina. Mr. Angel opened his own law practice in 2005, and focuses on employment law for employees and small employers. He is a certified workers' compensation, Superior Court and federal court mediator. In addition to being an attorney and mediator, Mr. Angel is also a senior faculty member at DeVry University's Keller Graduate School of Management. He regularly teaches employment law, negotiation skills, and a variety of human resource and management courses.

### Paula H. Harvey, SPHR, ASC

**Paula H. Harvey, SPHR, ASC**, is the president of her human resources consulting company, K&P Consulting. Ms. Harvey's company provides consulting in human resources and safety, including recruitment, legal compliance and training. She has worked for more than 18 years as a human resources generalist. Ms. Harvey earned her B.B.A. degree in international marketing and operations management from the University of Texas at Austin. She also earned her master's degree in human resources management from the University of North Carolina at Charlotte. Ms. Harvey is a nationally certified human resource and safety professional, and teaches for Central Piedmont Community College, the University of North Carolina at Charlotte, and Gaston College in their human resources and OSHA certification classes. As a volunteer for the American Red Cross, she serves on a disaster team, instructs health and safety courses, and has managed shelters. Ms. Harvey has spoken on many subjects, including generational differences in the workplace; how to hire the best; human resource metrics; the value of certification; critical issues in human resource; and health, safety and welfare for the human resource professional. She is an active member of the Society for Human Resources Management (SHRM), currently serving as her local chapter past president and North Carolina college relations director. Ms. Harvey also serves on SHRM's Health, Safety and Security Panel; and the Disaster Response Panel. She was named North Carolina SHRM Human Resource Professional of the Year for 2004.

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## General Information

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Embassy Suites Hotel • 4800 South Tryon Street

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Lunch Break: 12:15 p.m. - 1:15 p.m. (On Your Own)

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**FACULTY:** Chris M. Shoffner, Regional Services Director; PrimePay. ©2005. 456 pages.

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**HEALTH REIMBURSEMENT ACCOUNTS, HEALTH SAVINGS ACCOUNTS, SECTION 125 CAFETERIA PLANS AND COBRA** - Managing Your Compliance Responsibilities; COBRA And HIPAA Procedure Manual; Health Insurance Portability And Accountability Act; COBRA; Compliance Communications; Important COBRA Case Law Reference Guide  
**FACULTY:** Ouida Peterson, Attitude Is Everything, CONEXIS. ©2006. 126 pages.

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**EMPLOYMENT LAW FROM A TO Z** - Overview Of The Employment Discrimination Laws; Pre-Employment Inquiries; Interviewing Techniques And Strategies; Employee Handbooks; Other Discrimination Issues; Hot Topics In FMLA/ADA; Gender Discrimination And Related Issues  
**FACULTY:** Kevin P. Kopp, Roberts & Stevens, P.A.; Michelle Rippon, Van Winkle, Buck, Wall, Starnes & Davis, P.A.; Glen C. Shults, Law Offices of Glen C. Shults; Jonathan W. Yarbrough, Constangy, Brooks & Smith, LLC. ©2005. 102 pages.

**ITEM:** 358115MAN MANUAL ONLY \$69

Advanced Topics In The Family And Medical Leave Act In North Carolina • Charlotte, NC • September 13, 2006

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