

# FMLA: Administering the Federal and Wisconsin FAMILY AND MEDICAL LEAVE ACTS

## NEW 2018 FMLA PROGRAM

Fall session added  
by popular demand

★ Register Today ★

### Neenah, WI

Best Western Bridgewood

October 25, 2018

Presented by:

Thomas P. Krukowski, Esq.  
& Deborah A. Krukowski, Esq.



### 4 Ways to Register

We will invoice you.

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- ◆ Website [www.malleryandzimmerman.com](http://www.malleryandzimmerman.com)
- ◆ E-mail completed form to [cracine@mzmlw.com](mailto:cracine@mzmlw.com)
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Attention: Cheryl Racine  
731 N. Jackson St., Suite 900  
Milwaukee, WI 53202

Checks should be made payable to Mallery & Zimmerman, S.C.

Hotel information will be sent with registration confirmation.

Seminar cancellations: Refunds are available up to five business days prior to the program, less a \$50 cancellation fee.

This program combines a practical overview of the FMLA and WFMLA. It is a comprehensive outline for understanding the laws and policies. The new 2018 program will review recent cases and difficult questions.

### Differences Between the Federal and Wisconsin Family and Medical Leave Acts

- Employee Eligibility – Federal or Wisconsin FMLA or both?
- Leave Entitlement for Employees – Allocation; Stacking leave
- Notification Requirements – What notice is required?
- Birth and Adoption Leaves – Calculating leave
- Qualifying Military Exigency Leave
- Caregiver Leave for Servicemembers
- What Is a Serious Health Condition?
- Entitlement to Care for a Spouse, Child or Parent
- Medical Certification and Recertification Strategies
- Substitution of Paid Leave for Unpaid FMLA Leave
- Managing Intermittent and Reduced Schedule Leaves
- Benefit Maintenance During FMLA Leaves
- Return to Work Issues: Rights and Responsibilities; Forms



### Recent Decision on ADA and Extension of FMLA Leave - *Severson v Heartland Woodcraft (7<sup>th</sup> Circuit, 9/20/17)*

### Recent FMLA and WFMLA Cases and Application to the Terms of Both Laws

### Avoiding Retaliatory Discharge Claims

### How the FMLA and ADA Issues Can Be Handled

### FMLA: Administering the Federal and Wisconsin Family and Medical Leave Acts

9:00am-3:00pm

\$359 first attendee

\$329 each additional attendee from same company

Continental breakfast, lunch & refreshments provided

5.0 SHRM PDCs approved

5.0 HRCI credits approved

Wisconsin CLE credits approved

Name \_\_\_\_\_

Title \_\_\_\_\_ E-mail \_\_\_\_\_

Company \_\_\_\_\_

Mailing Address \_\_\_\_\_

City, State, ZIP \_\_\_\_\_

Phone \_\_\_\_\_ Union?  Yes  No # of Employees \_\_\_\_\_

Additional seminar attendee:

Name \_\_\_\_\_

Title \_\_\_\_\_ E-mail \_\_\_\_\_

For more information about programs, customized on-site training, and legal services, call Cheryl Racine at (414) 727-6254 or e-mail [cracine@mzmlw.com](mailto:cracine@mzmlw.com).

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