

2009 FMLA Update

Webinar • January 14, 2009, 1:30-3:00 pm CT

The new FMLA revisions, effective January 16, require employers to revise policies and procedures and provide broader application and coverage for employees. This webinar explains FMLA requirements, highlighting the changes.

Fifteen years after the Family and Medical Leave Act (FMLA) was passed, the Department of Labor has taken a fresh look in the light of thousands of comments received and issued new rules which go into effect on January 16, 2009. In addition, the National Defense Authorization Act of 2008 amends the FMLA to extend up to 26 weeks of leave to military families caring for a member of the Armed Forces suffering from a serious illness or injury.

Why Participate

The FMLA revisions require employers to revise policies and procedures to comply and provide much broader application and coverage for employees. This webinar explains the FMLA requirements, highlighting the new changes.

Highlights

The speaker explains the FMLA requirements, highlighting the new changes:

- Leave for caregivers of injured military service members
- "Call to Active Duty" leave and other "qualifying exigencies"
- "Serious health condition" definitions clarified
- New employer notice requirements
- FMLA designation process changes
- Employee notice obligations tightened
- Intermittent leave management

Speaker

Marian Exall practiced law in Atlanta before becoming Home Depot's senior employment counsel, where she served until 1999. She has handled every kind of employment dispute from internal grievances to major class actions. She is an arbitrator on the American Arbitration Association's Employment Panel and is certified as a Senior Professional in Human Resources. A co-founder of Employment Law Compliance, Inc, Exall now devotes herself to preventive practice, concentrating on HR policy, program development, training, investigations, and dispute resolution. She is a frequent speaker, including appearances on CNBC and Fox News. Exall is a graduate of the London School of Economics and obtained her JD with distinction from Emory University of Law.

Audience

Human resource staff, bank counsel, compliance personnel, risk managers, and senior bank management.

CE Approved: 2 hours with the Texas State Board of Public Accountancy

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