

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

This full day program will give you a sound understanding and practical overview of the federal and Wisconsin Family and Medical Leave Acts. This program provides a comprehensive structure for understanding the Family and Medical Leave Acts and implementing effective FMLA policies.

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

- Employee Eligibility – Federal or Wisconsin FMLA or both?
- Leave Entitlement for Employees – Allocation of entitlement; Stacking leave
- Notification Requirements – What notice is required?
- Birth and Adoption Leaves – Calculating pregnancy and adoption leave
- Qualifying Military Exigency Leave
- Caregiver Leave for Servicemembers with an Injury or Serious Illness
- What Is a Serious Health Condition?
- Entitlement to Care for a Spouse, Child or Parent
- Medical Certification and Recertification Strategies – How and when to challenge medical certifications
- Substitution of Paid Leave for Unpaid FMLA Leave – When is an employee eligible? When can it be mandated?
- Managing Intermittent and Reduced Schedule Leaves – How and when is intermittent leave allowed? Alternate positions; Calculating pay and partial leave used
- Benefit Maintenance During FMLA Leaves – Health insurance, benefit accruals, bonuses and pay increases
- Return to Work Issues: Rights and Responsibilities for Reinstatement – Determining what is “equivalent”; Forms

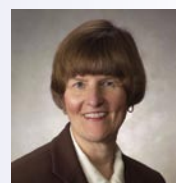
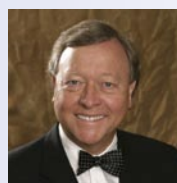
## II. When an FMLA Claim Is also a Worker’s Compensation or a Disability Claim

- What Accommodations Are Required Under Each Law?
- Understanding “Light Duty” Work: how it can become your defense in claims under the ADA, Wisconsin disability and worker’s compensation laws or FMLAs

## III. Avoiding Retaliatory Discharge Claims

- Disciplining or Terminating an Employee on FMLA Leave

The *FMLA Manual for Wisconsin Employers* is available for separate purchase. This 700+ page *Manual* assists Wisconsin employers with administering family and medical leave under the complex federal and Wisconsin laws. Call Kathy Markos at (414) 423-1330 for details.



Presented By:  
Thomas P. Krukowski, Esq.  
Nancy F. Mueller

\$329 per attendee - includes continental breakfast, lunch and refreshments.  
All programs 9:00 a.m. – 4:00 p.m.

### 4 Easy Ways to Register

We will invoice you. Register via:

- Phone (414) 423-1330
- Fax (414) 423-6930
- Website [www.krukowski.com](http://www.krukowski.com)

Mail your check to:  
**KRUKOWSKI & COSTELLO** s.c.  
PO Box 28999  
Milwaukee, WI 53228-0999

For more information or to order the *FMLA Manual for Wisconsin Employers*, contact Kathy Markos at (414) 423-1330 or [kam@kclegal.com](mailto:kam@kclegal.com).

### Register Today!



- June 9, 2010 - Madison, WI - Crowne Plaza East Towne
- September 21, 2010 - Pewaukee, WI - Country Springs Hotel

Name \_\_\_\_\_

Title \_\_\_\_\_

E-mail Address \_\_\_\_\_

Employer \_\_\_\_\_

Employer Website \_\_\_\_\_

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

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

Phone \_\_\_\_\_ Fax \_\_\_\_\_

# Employees \_\_\_\_\_

Checks should be made payable to Krukowski & Costello, S.C. Hotel accommodations are not included. Refunds for cancellations are available up to five business days prior to the program, less a \$50 cancellation fee. Transfers are accepted. Hotel information will be sent with registration confirmation.