



## The Nuts And Bolts Of Compliance With The Family And Medical Leave Act

The Family and Medical Leave Act imposes significant obligations on employers. Compliance with the FMLA requires sophisticated understanding of the FMLA's intersection with other laws. Are your FMLA policy and compliance process up to these challenges?

### Topics will include:

- Covered employers and covered employees
- Leave for same-sex spouses
- Types of leave available under the FMLA
- Employers' obligations and employees' obligations
- Challenges with intermittent leave
- Definition of *In Loco Parentis*
- Overlaps and intersections with other laws (e.g., state leave laws, workers' compensation laws, and the ADA)
- Compliance strategies
- Practical implementation steps
- Real world hypothetical examples

Attendees will receive comprehensive guidance and practical compliance tips on all aspects of the Family and Medical Leave Act and the related regulations.

**REGISTRATION  
NOW OPEN**

#### LOCATION

Schwartz Hannum PC  
11 Chestnut Street  
Andover, MA 01810

#### DATE AND TIME

December 11, 2014  
8:30 a.m. – 11:00 a.m.

#### REGISTRATION DEADLINE

December 1, 2014

#### TUITION

\$200

To register, please contact Kathie Duffy at  
(978) 623-0900 or [kduffy@shpclaw.com](mailto:kduffy@shpclaw.com)