

Webinar on

FMLA/CFRA/PDL MythBusters: Managing Employees Leave And Possible Abuse

Date : July 12, 2021

• Areas Covered

- Understanding the provisions and differences of the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), and the Pregnancy Disability Leave Act (PDL)*
- How FMLA, CFRA & PDL interact & intersect*
- Successfully navigating the overlap between the FMLA, CFRA & PDL*
- Can FMLA, CFRA & PDL run concurrently?*
- Steps to take when an employee fails to return from an FMLA/CFRA/PDL leave*
- Responding to red flags: frequent time off before & after the weekends, social media posts, etc*

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- *What information employers may request & require from employees*
- *Properly documenting the transition from one leave type to the next*
- *Disciplining employees who have fraudulently submitted medical documents, abused their leave, or who were already under-performing before they requested leave*
- *Denying leave based on non-compliance with medical certification requests*
- *“Curing” medical documentation that is vague or ambiguous*
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Attendance at this webinar will help clear up the confusion and will assist participants in gaining the confidence they need to administer these leaves while remaining vigilant to incidents of abuse and fraud.

PRESENTED BY:

Diane L. Dee - President, and Founder of Advantage HR Consulting, LLC is a senior Human Resources professional with over 25 years of experience in the HR arena. She holds a Master Certificate in Human Resources from Cornell University's School of Industrial and Labor Relations and has attained SPHR and SHRM-SCP certification.

Date : July 12, 2021

Time : 01 : 00 PM EST

Duration : 75 Minutes

Price: \$149

Webinar Description

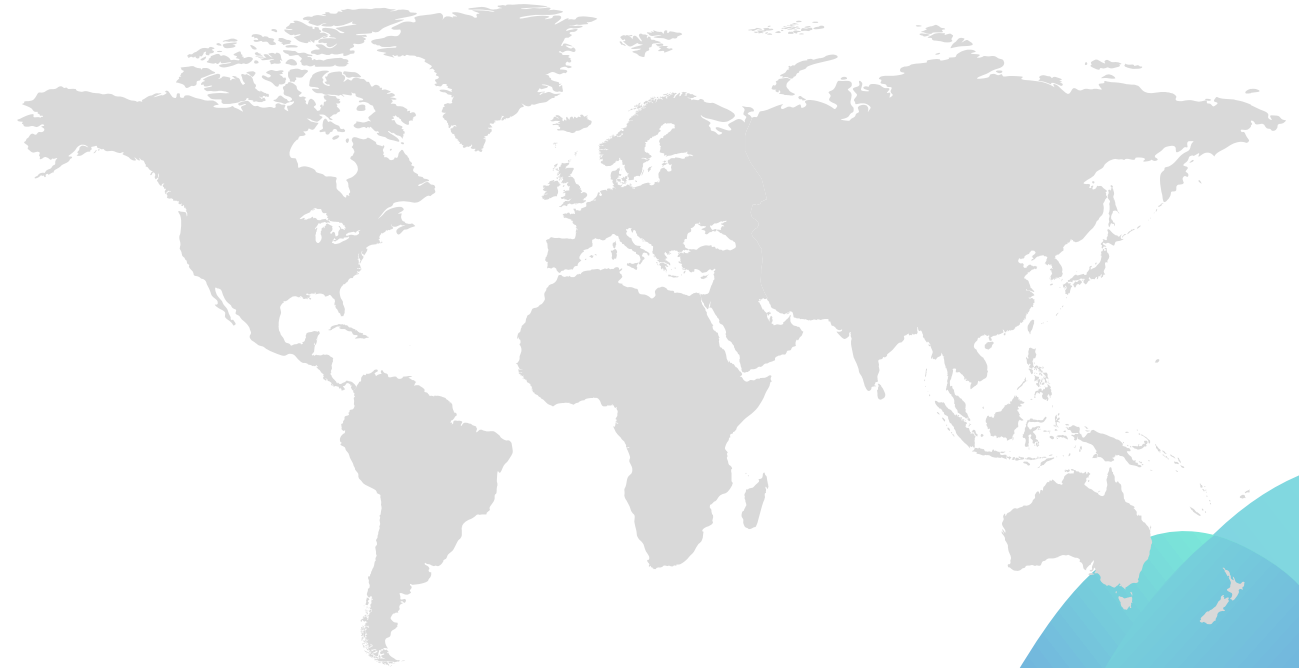
Employers often struggle with abuse and fraud of protected leaves such as those granted by the Family & Medical Leave Act (FMLA), the California Family Rights Act (CFRA), and the Pregnancy Disability Leave Act (PDL). They feel uncertain how they can avoid complex leave issues while protecting their own financial and business needs. The overlap between these pieces of legislation is often confusing and seemingly complicated. All three pieces of legislation provide ways in which an employer can identify an employee's need for leave while vigilantly remaining alert to potential leave abuse.

Employers need to be savvy about what they can and cannot do with respect to these leaves while, at the same time, remaining compliant. Attendance at this webinar will help clear up the confusion and will assist participants in gaining the confidence they need to administer these leaves while remaining vigilant to incidents of abuse and fraud.



Who Should Attend

- *California Employers*
- *Supervisors*
- *Human Resources Staff*
- *Executives & Payroll Staff*



To register please visit:

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