Interplay of Employee Benefits: ADA, FMLA, and Workers’ Compensation

Montgomery, AL - January 12, 2017

Early Registration
SAVE $30 if paid by December 1st

PRESENTED BY:
David P. Nomberg, The Nomberg Law Firm
Bernard D. Nomberg, The Nomberg Law Firm
Ronald W. Flowers, Burr & Forman LLP
Marcel L. Debruge, Burr & Forman LLP
Meryl Cowan, Burr & Forman LLP
Jeffrey G. Miller, Carr Allison
Anthony N. Fox, Scott, Sullivan, Streetman & Fox, P.C.

(See complete biographies inside)

Continuing Education Credit:
- AL CLE 6.7
- GA CLE 6.6
- HR Certification Institute 6.75
- SHRM 6.75
- NASBA CPE 8.0

See inside for details.

Scan for exclusive savings!

www.sterlingeducation.com

Sterling means value!
Interplay of Employee Benefits: ADA, FMLA, and Workers’ Compensation

AGENDA

I. Obtaining Medical Information Pursuant to ADA, FMLA, and WC Laws and Regulations

II. Social Media’s Effect on Workers’ Compensation, FMLA, and ADA Claims
   A. What is social media?
   B. The horror stories
   C. Don’t be scared of social media: use it to your advantage

III. Medical Issues Arising Out of the Workers’ Compensation Claim
   A. An overview of medical issues
   B. Panels of four: physicians AND surgeons
   C. Independent medical evaluations (IME)
   D. Medical standard burden of proof

IV. Case Law & Legislative Updates
   A. Current case law and litigation
   B. Recent, pending, and proposed legislation

V. Light Duty and Leave Under the FMLA and ADA
   A. Leave before FMLA eligibility
   B. Leave after FMLA leave expires
   C. Light duty as a reasonable accommodation
   D. Duration of leave as a reasonable accommodation

VI. Intermittent Leave
   A. Intermittent leave defined
   B. Requirements for intermittent leave
   C. Controlling intermittent leave
   D. Responding to suspicious behavior
   E. Handling changed circumstances

VII. Termination and Retaliation
   A. When is termination a legal option?
   B. Whistleblowers
   C. Wrongful termination claims
   D. Retaliation after dismissed claims

Sterling Education Services may alter the agenda due to circumstances beyond our control.

SUMMARY

The Americans with Disabilities Act, the Family and Medical Leave Act, and state workers’ compensation laws provide a number of great benefits to help employees find and maintain a position in the workforce. Administering those benefits, however, can be such confusing maze that even the most well-intentioned employers can run afoul of the law. Be ready when your employee or your clients’ requests an accommodation, files a workers’ comp claim, or needs additional leave time. Let our faculty of knowledgeable speakers sort out the tangled web of requirements and accommodations so you can keep your clients and your business on the right track. Register today!

DATE & TIME

DATE:
Thursday, January 12, 2017
REGISTRATION:
8:00 a.m.
PRESENTATIONS:
8:30 a.m. - 4:30 p.m.
LUNCH:
12:00 - 1:00 p.m.
Lunch is on your own

LOCATION

Doubletree Hotel Montgomery
120 Madison Avenue
Montgomery, AL 36104
334-245-2320
Map available online

WHO SHOULD ATTEND

- Human Resource Professionals
- Business Owners
- Managers
- Supervisors
- CIS Managers
- Payroll Professionals
- Benefits Professionals
- Compliance Officers
- Attorneys:
  - Employment and Labor
  - Employee Benefits
  - Workers’ Compensation
  - Corporate
  - Healthcare
  - Insurance
  - General Practice
  - Sole Practitioners

www.sterlingeducation.com
AL CLE
This seminar has been approved by the Alabama State Bar Mandatory Continuing Legal Education Commission for a maximum of 6.7 hours of credit.

GA CLE
This seminar has been approved by the Commission on Continuing Lawyer Competency of the State Bar of Georgia for MCLE credit in the amount of 6.6 hours.

Sterling Education Services is recognized by SHRM to offer professional development credits (PDCs) for SHRM-CP or SHRM-SCP. This program is valid for 6.75 PDCs for the SHRM-CP or SHRM-SCP. For more information about certification or recertification, please visit www.shrmcertification.org.

Sterling Education Services, Inc. is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: www.learningmarket.org. CPE Credit: Maximum Credit Hours: 8.0 each session (based on a 50 minute credit hour). Field of Study: Business Law. Prerequisite: None. Level of Knowledge: Basic. Delivery Method: Group-Live. Advance Preparation: None. *No CPE credit will be granted for home study with the purchase of the seminar audio recording. SES is only approved for “Group/Live” programs. For more information regarding administrative policies such as refunds, cancellations and complaints, please contact SES at 715-855-0498.

Other continuing education credit may be available. Please contact Sterling to inquire.
MEET THE FACULTY

JEFFREY G. MILLER, of Carr Allison in Birmingham, has been practicing law for over fifteen years and provides advice and counsel to employers and human resources professionals on all kinds of labor and employment and human resources matters. Mr. Miller received his B.S. from Birmingham-Southern College and his J.D. from Samford University's Cumberland School of Law, where he served as chief justice of the school’s Moot Court Board.

MARCEL L. DEBRUGE, a partner of Burr & Forman LLP in Birmingham, focuses his practice on representing management in all aspects of labor and employment law, including litigation before the federal and state courts and administrative agencies. His practice embraces a variety of matters relating to wrongful discharge, sexual harassment, invasion of privacy, employment discrimination, and labor relations. Additionally, Mr. Debruge engages in a significant amount of employment law counseling regarding policies and procedures, hiring decisions, workplace diversity, and reduction in force. He has lectured extensively throughout the Southeast in the areas of procedure, labor relations, case assessment, employment law, occupational safety and health law, alternative dispute resolution, and employment torts, including restrictive covenant issues. Mr. Debruge has written several articles in the areas of litigation and employment law. He is a member of the Alabama State Bar, the State Bar of Georgia, the State Bar of Texas, the Alabama Automobile Manufacturers Association, and the National Tank Truck Carriers’ Safety Council. Mr. Debruge received his B.A. from Louisiana State University and his J.D. from the University of Alabama School of Law, where he was on the managing board of the Alabama Law Review and selected Order of the Coif.