

## HR Roundtable



# Understanding The Changes To FMLA, ADA AND GINA



8 a.m. to Noon

Wednesday, June 24, 2009

Sheraton Harrisburg-Hershey, Harrisburg, PA

## Agenda

8:00 a.m. **Registration—Continental Breakfast**

8:30 a.m. **Welcome**

– Susan E. Smith, Director of Customer Learning, Pennsylvania Chamber

8:35 a.m. **The Family and Medical Leave Act (FMLA)—Understanding the Changes**

– Vincent Candiello, Partner, Post & Schell

- Changes to the Family and Medical Leave Act are extensive. Even veteran HR professionals who knew the regulations well are struggling to understand the changes
- We'll review the changes to FMLA from A to Z so HR professionals know exactly what to do to ensure their company is in compliance
- We'll cover military family leave provisions; definitions of light duty and serious health conditions; substitution of paid leave; perfect attendance rewards; employer notice obligations; fitness-for-duty certifications, and more
- What companies need to be doing now
- Action items your supervisors and department heads should be doing

10:00 a.m. **Refreshment Break**

10:15 a.m. **Understanding the Changes to the Americans with Disability Act (ADA) and the Genetic Information Nondiscrimination Act of 2008 (GINA)**

– Claudia Williams, Associate, Post & Schell

- A review of the recent changes to the Americans with Disability Act
- Definitions of a disability, update on reasonable accommodations, how to handle medical inquiries, safeguarding medical records, and drug and alcohol issues
- The final rule for the Genetic Information Nondiscrimination Act (GINA) was issued at the end of February 2009. We'll provide a brief review of the major implications for businesses.

11:00 a.m. **Interactive Panel: Your Face-To-Face HR HelpLine**

– Vincent Candiello and Claudia Williams, Post & Schell; Liz Ford, Compensation and Benefits Director, The High Companies

- We've pulled together top experts in an interactive session to ensure that your questions are answered, and to provide the latest updates, action items and best practices for companies.
- This is your chance to ask any question on these and related employment law topics. Cards will be distributed to obtain attendees' questions.

Noon **Adjourn**

All registrants will receive a Certificate of Completion from the Pennsylvania Chamber.

### CLE Credits

This program has been approved by the PA Continuing Legal Education Board for **3 hours of labor law, practice and procedure CLE credit** and 0 hours of ethics, professionalism or substance abuse CLE credit. Attorneys are required to sign in at the registration desk.

### CPE Credits

**CPE Credits: 3 Other**

Program Sponsor PX177225

Prerequisites: None

Level: Overview

Objective: To provide an update on the changes to the Family Medical Leave Act, the Americans with Disability Act, and the Genetic Information Nondiscrimination Act, as well as practical information and best practices on how companies can better manage costs associated with these laws.



### PHR, SPHR and GPHR Credits

This program has been approved for **3.25 general recertification credit hours toward PHR, SPHR and GPHR recertification** through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI homepage at [www.hrci.org](http://www.hrci.org). Forms and the program ID number can be obtained at the registration desk.

Although some of the presenters are attorneys, nothing in this program should be construed as legal advice or as pertaining to specific factual situations.