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# Intersection of ADA, FMLA, and Worker's Compensation

## Intersection of ADA, FMLA, and Worker's Compensation

The Inn at St. John's, Plymouth, 11/07/19, 8:30am–12:30pm

### Seminar Registration

- \$195** General
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Prices guaranteed until 11/07/19. Cannot combine discounts. <sup>1</sup>Please attach additional sheet listing registrants attending. **Complete Seminar Policy:** [www.icle.org/info/seminarpolicies](http://www.icle.org/info/seminarpolicies). **Cancellation Policy:** For a full refund, notify ICLE by 10/24/19. Registrants who cancel after that date will be charged a \$60 cancellation fee. No refunds will be issued after 10/31/19.

**Persons with Disabilities or Dietary Restrictions:** For special arrangements please contact ICLE no later than seven days before the seminar.



NOVEMBER 7, 2019  
The Inn at St. John's, Plymouth

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OBI

# Practical Solutions for Complex Leave Issues

Cosponsored by the Labor & Employment Law Section of the State Bar of Michigan

Making sense of the overlap between the FMLA, ADA, and worker's compensation is one of the most complicated areas of employment law for HR professionals and lawyers alike—until now.

Moderator



Antoinette S. Porter  
The DTE Energy Company, *Detroit*

Leading experts help you navigate the complexities and examine their practical impact on organizations operating in today's world of legal marijuana, flexible work arrangements, and other challenges. Get step-by-step guidance as faculty and attendees work through group exercises. Dig into common and not-so-common leave issues in an interactive setting. Experts identify pitfalls and solutions in the case studies and send you home with the answers you need.

## You Will Be Able to:

- Determine whether and which provisions of the law apply to you or your clients
- Identify circumstances where the laws may overlap when dealing with employee absenteeism
- Recognize common employer pitfalls such as intermittent leave requests, remote work injuries, copycat claimants, and more
- Pinpoint strategies for analyzing leave situations and staying in compliance

## Schedule (Registration and Continental Breakfast Start at 8:30am)

**November 7, 8:30am–12:30pm** **Level:** Basic/Intermediate

**CLE:** 3.25 **HRCI:** 3.25\* **SHRM:** 3.25\*\*

- 9:00am** Refresher on the Basics and Overlaps  
who is covered? • triggering conditions • comparative legal requirements • absences and leave time • accommodations and light duty
- 9:45am** Legislative/Regulatory Update and Unique Case Developments  
MI Paid Medical Leave Act • medical and recreational marijuana • status of worker's comp legislation • other significant changes
- 10:15am** Tips for Challenging Claims  
patterns: Family Medical Leave Act, not the Friday Monday Leave Act • copycat claimants: we want that accommodation, too • remote work: fallen and can't get up while working from home • injured while impaired: positive on post-accident drug test
- 11:00am** Introduction to Case Studies, Group Exercises, and Wrap Up

### Contributors



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