

# 2020 FAMILY AND MEDICAL LEAVE ACT (FMLA)

## Zoom Virtual Conference

### AUGUST 4 & 5, 2020

9:00 am – 12:00 pm CST Each Day



Review legalized absences under both FMLA and WFLMA and current decisions. It includes the impact of Coronavirus and what exists beyond an FMLA leave; learn how to avoid litigation or be prepared if you are forced to defend your decisions.

August  
4

- **Review Coronavirus.**
  - When is the employee eligible for a leave under these laws? Navigating the maze of these laws in dealing with a pandemic under COVID-19.
- **Difference between Federal and Wisconsin Family and Medical Leave Acts.**
- **Employee eligibility.**
  - When does an employer interfere, restrain or deny employee rights under the FMLA? Recent cases.
- **Leave entitlement, allocation, stacking and calculating leaves.**
- **Employee and Employer notification requirements.**
  - Review of Lutes v. United Trailers Inc., 7<sup>th</sup> Circuit decision February 13, 2020.



Presented by:

**Thomas P. Krukowski, Esq.**  
**Deborah A. Krukowski, Esq.**



**Thomas P. Krukowski s.c.**  
116 Legend Way  
Wales, WI 53183

**Also Offering  
Labor and  
Employment  
Law Programs**

August  
5

- **What is a serious health condition?**
  - Entitlement to care for spouse, child or parent.
- **Managing certifications and recertification strategies to avoid abuses, and when you can or should authenticate and clarify the HCP certifications and intermittent leaves.**
- **Managing chronic serious health conditions.**
- **Return to work issues.**
  - Do you use Fitness-for-Duty certifications?
- **Review of the “Big Three” FMLA, ADAAA and WC.**
  - When FMLA ends, does the ADAAA become involved? Review Hart v. Prestress Services Industries LLC, (D.C. Ill.) March 7, 2020.

### Registration:

The registration fee for the virtual 2020 Family and Medical Leave Acts conference is \$ 359 and includes conference materials. Additional attendees from the same firm can register for \$329.

You will receive log-in information and PowerPoints for this conference no later than two days before the program.

**Credit cards are accepted.** You may also pay by check, made payable to Thomas P. Krukowski s.c.

**HCRI / SHRM / CLE credits applied**

**Please email registration inquiries or questions you would like answered during the conference to:**

Cheryl Racine at [cracine@tpklegal.com](mailto:cracine@tpklegal.com).

**Download and Print Form or Register Online at:**  
**WisconsinEmploymentLaw.com**