



## Navigating State And Federal Leave Laws (FMLA, ADA, And The New MA Paid Family And Medical Leave Law)

It seems that every year employers are faced with new requirements related to employee leave entitlements. Understanding these various laws, including how they interact and what they require, is essential for effectively managing the HR function in today's workplace. This webinar provides an overview of key Massachusetts and federal employee leave laws and discusses their practical implications for employers.

### Topics will include:

- Understanding The Family And Medical Leave Act
  - Are You A Covered Employer?
  - Which Employees Are Eligible?
  - Qualifying Conditions
  - Understanding Employee Rights Under The FMLA
  - Reinstatement And Interaction With The ADA
- Understanding The Americans With Disabilities Act
  - Are You A Covered Employer Under The ADA Or A State Law Equivalent?
  - What Does The ADA Require Of An Employer?
  - Understanding The Definitions: Interactive Process, Reasonable Accommodation, Undue Burden, Major Life Activity And More
- Introducing The New Kid On The Block – Massachusetts Paid Family And Medical Leave Act
  - Payroll Deductions – Variations Based On Employer Size And Workforce Composition
  - Approved Exemptions
  - Notice Requirements – Who Needs To Know What And When?
  - Understanding Employee Rights And Benefits
  - Employer Reporting Requirements
  - Crafting Your PFML Policy
  - Interaction With Other Leave Policies

### Who should attend?

- Human Resources Professionals
- In-House Counsel And Business Owners
- All Others Who Manage Employee Leave Requests

©2019 Schwartz Hannum PC. This information is general in nature and is not offered, and should not be construed, as legal advice with respect to any specific matter. This may be considered advertising under the rules of the Supreme Judicial Court of Massachusetts.

**REGISTRATION NOW OPEN!**

### LOCATION

Schwartz Hannum PC Webinar

### DATE AND TIME

November 21, 2019

12:00 p.m. to 1:30 p.m. ET

### REGISTRATION DEADLINE

November 14, 2019

### TUITION

\$100\*

### REGISTER

To register, please contact Sara Hubbard at (978) 623-0900 or [shubbard@shpclaw.com](mailto:shubbard@shpclaw.com).



Schwartz Hannum PC is recognized by SHRM to offer SHRM-CP or SHRM-SCP professional development credits (PDCs). This program is valid for 1.5 PDCs. For more information about certification or recertification, please visit [shrmcertification.org](http://shrmcertification.org).

*\*Discounts may apply for active SHPC clients.*