



2017 DMEC FMLA/ADA EMPLOYER COMPLIANCE CONFERENCE

MAY 1-3, 2017 | MINNEAPOLIS | HILTON MINNEAPOLIS

CONQUER YOUR FMLA/ADA CHALLENGES

- So Now What? The Post-Election Future of Absence Management
- FMLA Compliance: Patterns and Principles
- The New Frontier: Paid Sick Leave Laws 2.0
- Strategies to Combat the Friday, Monday Leave Act (FMLA)
- The DOL and EEOC at Your Door: Preparation & Prevention

SEE INSIDE FOR MORE ...

REGISTER BY **APRIL 5** AND SAVE!
GROUP DISCOUNT AVAILABLE
UP TO 15.75 CEUs



WHY ATTEND

Each day, absence and disability management professionals are faced with an unending barrage of questions and problems that require thoughtful, compliant solutions.

How can you limit the impact of intermittent leave on profits, customer service, and relationships between your employees? How can you effectively administer the current patchwork of paid sick leave laws in your organization? How can you ensure that the DOL and EEOC don't come knocking on your door?

The **2017 DMEC FMLA/ADA Employer Compliance Conference** will answer these questions and many more, giving you the opportunity to stand out as a leave expert in your organization.

DURING 2½ INTERACTIVE DAYS, YOU WILL:

- Acquire practical tips and tools from DOL and EEOC representatives and FMLA/ADA experts to manage your daily compliance responsibilities and reduce your company's risk of legal exposure.
- Gather the latest FMLA and ADA strategies and procedural recommendations to tackle your most challenging issues.
- Ensure your programs are compliant with statutory requirements based on recent court decisions and updates to both the FMLA and ADA.

CERTIFICATIONS & DESIGNATIONS

DMEC has applied for recertification CEUs for the following certifications and professional designations. Please check the final 2017 DMEC FMLA/ADA Employer Compliance Conference program and onsite tracking form for approval status and credit hour approvals.

SPHR/PHR Senior Professional/Professional in Human Resources

SHRM-CPSM SHRM Certified Professional

SHRM-SCPSM SHRM Senior Certified Professional

ADMS Associate Disability Management Specialist

CA-BRN California Board of Registered Nursing (and reciprocal states)

CCAA Certified Career Assessment Associates

CCMP Certified Case Management Professional

CCMC Certified Case Manager

CDMS Certified Disability Management Specialist

CPDM Certified Professional in Disability Management

CRCC Certified Rehabilitation Counselor

CWA Certified Work Adjustment Specialists

CVE Certified Vocational Evaluation Specialists



The 2017 DMEC FMLA/ADA Employer Compliance Conference will also offer 15.75 hours of **Certified Leave Management Specialist (CLMS)** continuing education. For more information about the CLMS program, visit www.dmec.org/clms-certification.



DMEC is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP[®] or SHRM-SCP[®].



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

WHO SHOULD ATTEND

PROFESSIONALS WITH RESPONSIBILITIES IN:

- Absence and disability management
- FMLA/ADA workplace compliance
- Human resources/benefits
- Return-to-work/Stay-at-work programs
- Risk management and litigation
- Workers' compensation
- Workplace accommodations

"THIS IS THE BEST CONFERENCE I HAVE EVER ATTENDED. I LEARNED MORE IN THE FIRST DAY THAN I HAVE AT OTHER FULL CONFERENCES!"

- 2016 CONFERENCE ATTENDEE

THANK YOU TO THE FOLLOWING CONFERENCE SPONSORS

PARTNER SPONSORS



SUPPORTING SPONSORS





CONFERENCE VENUE & ACCOMMODATIONS

HILTON MINNEAPOLIS

1001 Marquette Avenue South
Minneapolis, MN 55403
612.376.1000

Situated in the center of the financial district and near cultural attractions, Hilton Minneapolis is a fabulous destination in itself. Be sure to make time to see the Hilton's custom art collection, enjoy Midwest cuisine and cocktails at SkyWater, and view the Minneapolis skyline view from your guest room.

A block of rooms has been secured at the Hilton Minneapolis at a discounted group rate of \$189 per night, plus taxes. Guest room internet is included in the rate. Reservations can be made by calling 612.376.1000. Reference "DMEC" to receive the discounted rate. The rate will be available until Apr. 7, 2017, or until sold out.

GETTING THERE

Minneapolis-St. Paul International Airport (MSP) is just a short drive from the hotel. DMEC has arranged a 10% discount with SuperShuttle. Visit the SuperShuttle website and enter DMECA in the "GROUP/DISCOUNT CODE" box. Taxi service is also available from the airport for approximately \$40.

PHOTO CONSENT

During the 2017 DMEC FMLA/ADA Employer Compliance Conference, DMEC representatives may take photographs or video recordings of attendees. By registering and attending the conference, attendees consent to DMEC's use of their image, likeness, or voice for editorial or marketing purposes.

MONDAY MAY 1

7:00 am-5:00 pm Registration Open

PRECONFERENCE WORKSHOP

8:30-11:30 am The Nuts & Bolts of the FMLA and ADA
11:30 am-1:00 pm Welcome Luncheon

GENERAL SESSIONS

1:00-1:30 pm Welcome & Opening Remarks
1:30-2:30 pm So Now What? The Post-Election Future of Absence Management
2:30-3:00 pm Dessert with Exhibitors
3:00-4:00 pm FMLA: A Year in Review
4:00-5:00 pm ADA: A Year in Review
5:00-6:30 pm Opening Networking Reception

TUESDAY MAY 2

7:00 am-1:00 pm Registration Open
7:00-8:00 am Networking Breakfast

GENERAL SESSIONS

8:00-9:00 am FMLA Compliance: Patterns and Principles
9:00-9:30 am Coffee & Conversation Break
9:30-10:30 am What Is Illegal Interference Under the ADA and FMLA?
10:30-11:30 am Why Did Employers Win So Many FMLA/ADA Cases in 2016?
11:30 am-1:00 pm Networking Luncheon

CONCURRENT SESSIONS

1:00-2:30 pm **CONCURRENT SESSIONS**
1A Strategies to Combat the Friday, Monday Leave Act (FMLA)
1B The New Frontier: Paid Sick Leave Laws 2.0
1C Going Above & Beyond: Exceeding ADA Requirements Without Getting Burned
1D What Would You Do? Practical Solutions for Your Accommodation Challenges
2:30-3:00 pm Dessert with Exhibitors
3:00-4:00 pm **CONCURRENT SESSIONS**
2A ADA and FMLA: How to Successfully Manage Them In-house
2B When Your Workforce is Expecting — Pregnancy Considerations Under ADA/FMLA
2C IDM: Understanding the Interactions of FMLA, ADA, and WC Laws
2D Lawyers Hate Trees: Keep Your FMLA/ADA/Workers' Comp Paperwork Compliant
4:00-4:15 pm Comfort Break
4:15-5:15 pm **CONCURRENT SESSIONS**
3A Navigating Comorbidities in FMLA/ADA
3B A Roundtable Discussion on Behavioral Interventions with Intermittent Leaves
3C Using Innovation to Maximize Behavioral Health Accommodations
3D A Fine Line: Balancing Confidentiality During Disability and Leave Investigations

EVENING OPEN

WEDNESDAY MAY 3

7:00 am-1:00 pm Registration Open
7:00-8:00 am Last Chance Networking Breakfast

GENERAL SESSIONS

8:00-9:00 am Marijuana, Opioids, and Alcohol & the Intersection with FMLA & ADA
9:00-9:30 am Coffee & Conversation Break
9:30-10:30 am The DOL and EEOC at Your Door: Preparation & Prevention
10:30-11:45 am Ask the Experts!
11:45 am-12:00 pm Closing Remarks
12:00-1:00 pm CEU Forms Signed

MONDAY PRECONFERENCE WORKSHOP

BONUS SESSION!

Are you new to FMLA and ADA or just need a refresher? Get Your FMLA/ADA basics covered during the preconference workshop. The workshop is included in your registration fee. Pre-registration is required.

THE NUTS & BOLTS OF THE FMLA AND ADA

8:30-11:30 am

FMLA ADMINISTRATION: DON'T BE CAUGHT UNPREPARED

If you think that the Family and Medical Leave Act (FMLA) is a challenge, you are not alone. DMEC's 2016 Leave Management Survey confirms what we all know: even though the FMLA has been around since 1993, most employers have significant difficulty implementing its requirements.

Don't be caught unprepared. Your organization could end up in a tangled legal web if you're not familiar with the intricacies of the FMLA. With every new court case, the FMLA becomes better defined...and sometimes more confusing. Don't just assume that you're doing it right or that you know enough to get by.

During this session, you will gain a better understanding of the fundamentals and requirements of FMLA, learn to eliminate FMLA confusion, understand what documentation is necessary to qualify as an FMLA event, and explore real-life situations.

We will also help employers better understand and administer the FMLA by:

- Providing an in-depth overview of the FMLA and its regulations
- Identifying common misconceptions and mistakes made when administering the FMLA
- Providing employers with a structured approach to address FMLA compliance

ADA BASICS AND MOVING BEYOND COMPLIANCE

Savvy employers understand the value of hiring and retaining qualified employees with disabilities. For those employers, the Americans with Disabilities Act (ADA) can serve as a tool to help attract employees with disabilities. In addition, many employers are going beyond mere compliance and are looking for ways to make their workplaces more inclusive for all.

During this session, you will come away with an understanding of the basic requirements of the ADA and receive practical tips for compliance. Representatives from the Job Accommodation Network (JAN) will share information about the financial and legal benefits of ADA compliance and provide tools for promoting an inclusive workplace.

This session will cover:

- The basic requirements of the ADA
- The benefits and costs of providing reasonable accommodations
- A review of a model process for promoting successful accommodation outcomes
- Tips for avoiding retaliation under the ADA
- A review of an online toolkit with tips and resources for going beyond basic compliance with the ADA

WORKSHOP FACILITATORS

David Mohl, JD

Associate General Counsel, Global Labor & Employment, Chief Privacy Officer, The Hershey Company

Linda Batiste, JD

Principal Consultant, Job Accommodation Network (JAN)

Louis E. Orslen, MSW, MPIA, CPDM

Co-Director, Job Accommodation Network (JAN)

11:30 am-1:00 pm

WELCOME LUNCHEON

Sponsored by

FRANCZEK RADELET

ATTORNEYS & COUNSELORS

"THE DMEC COMPLIANCE CONFERENCE WAS A GOOD BALANCE OF LEGAL, TECHNICAL, AND PRACTICAL INFORMATION. AS AN EMPLOYER, IT IS INVALUABLE TO 'TRUE UP' OUR PROGRAMS AGAINST BEST PRACTICES DISCUSSED AT THE CONFERENCE!"

- 2016 CONFERENCE ATTENDEE

ABOUT DMEC

The Disability Management Employer Coalition (DMEC) is the only association dedicated to providing focused education, knowledge, and networking for absence and disability professionals. Through our national education programs and our network of local chapters, we deliver trusted strategies, tools, and resources to minimize lost work time, improve workforce productivity, and maintain legally compliant absence and disability programs.

LEARN MORE AT WWW.DMEC.ORG OR 800.789.3632.

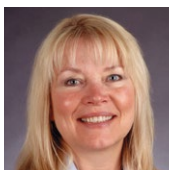
1:00-1:30 pm

WELCOME & OPENING REMARKS

The United States is at a crossroads in considering whether and how the nation can ensure working people have access to paid family and medical leave and access to paid sick days. The drumbeat for change — both through private sector initiatives and public policy developments — is unmistakable. There is a growing, common understanding that current policies and practices are not meeting working families' needs, an emerging sense that national-level public policies are needed to fill the void, and an evolving and powerful body of evidence that paid leave works well where laws are in place.

To kick off the conference, we'll provide a snapshot of recent developments and a framework for considering the proposals that lawmakers have put forward. We will touch on evidence that dispels myths about paid leave and shows that paid leave programs benefit America's employers, their workers and families, and the overall economy. And we'll address the reputational and talent attraction benefits employers can realize from adopting family-forward policies.

SPEAKERS



Terri Rhodes, MBA, CPDM, CCMP
Chief Executive Officer,
DMEC



Anna Steffeney
CEO, LeaveLogic



Opening Remarks by
Vicki Shabo, JD, MA
Vice President, National Partnership
for Women & Families

1:30-2:30 pm

SO NOW WHAT? THE POST-ELECTION FUTURE OF ABSENCE MANAGEMENT

A rollercoaster election season. A massive shift in the country's government. Are you tearing your hair out wondering what it will mean for your organization and programs? Will the Affordable Care Act be repealed? Will parental leave get federal consideration? We'll wade through the confusion and bring you up-to-the-minute changes and predictions for 2017, including the impact on paid family leave at both state and federal levels, potential deregulations and what they mean, the impact of state municipal elections on paid sick leave mandates, and the future of the ACA and how it affects absence management.

SPEAKER

Kevin Curry
National Practice Leader, Senior Vice President, ReedGroup

2:30-3:00 pm

DESSERT WITH EXHIBITORS

Sponsored by



3:00-4:00 pm

FMLA: A YEAR IN REVIEW

As creative employees submit new claims and anxious employers test the waters with new defenses, it's important to understand recent case law and its impact on employment practices across the country. In this popular session, we'll review recent major FMLA case law developments, identify emerging case law trends, and discuss recurring issues that continue to get the court's attention. You'll also gather tips and tactics that will keep your organization out of next year's FLMA update.

SPEAKERS

Marti Card, JD
Vice President, Product Compliance,
Matrix Absence Management, Inc

Jeff Nowak, JD
Co-Chair Labor and Employment Practice, Franczek Radelet

4:00-5:00 pm

ADA: A YEAR IN REVIEW

The ADA is not only a challenging law to comply with; it's also one that changes rapidly. Given that so much of the law is vague or subjective, it's imperative to keep up with new developments, especially new court cases that interpret the law.

In this informative session, Matt Morris, VP of FMLASource as well as Richard Mrizek of the EEOC will walk you through the recent developments most important to your organization's ability to comply with the ADA.

This session will cover:

- New EEOC resource documents published
- Recent court cases and other relevant ADA news
- Actionable steps to ensure your organization's ADA policy is compliant

SPEAKERS

Richard Mrizek, JD
Trial Attorney, EEOC

Matt Morris, JD
VP of FMLASource, CompPsych

5:00-6:30 pm

OPENING NETWORKING RECEPTION

Mix and mingle with colleagues and peers from across the country at the 2017 opening networking reception.

Our 2017 Partner Sponsors



7:00-8:00 am

NETWORKING BREAKFAST

Sponsored by



8:00-9:00 am

FMLA COMPLIANCE: PATTERNS AND PRINCIPLES

What has the Department of Labor (DOL) learned from changes to its FMLA enforcement approach in the last five years? What role do changes in the organizational structure of businesses in the 21st century economy play with regard to FMLA compliance? What warning signs can the DOL flag from its deeper dive into how an employer's FMLA leave administration functions? The DOL's FMLA Branch Chief will discuss the importance of effective FMLA leave management to long-term FMLA compliance in today's diverse and complicated work environments.

SPEAKER



Helen M. Applewhaite
Branch Chief, Branch of FMLA
and Other Labor Standards,
Wage and Hour Division, US DOL

9:00-9:30 am

COFFEE & CONVERSATION BREAK

Sponsored by



9:30-10:30 am

WHAT IS ILLEGAL INTERFERENCE UNDER THE ADA AND FMLA?

Courts sometimes find an employer's conduct unlawfully "interfered with" rights under the FMLA. The ADA provides similar protection against interference. Both laws prohibit an employer from "coercing, threatening, intimidating, or interfering" with an employee's rights; but what exactly does this mean? Can the misinterpretation of a medical certification form amount to illegal FMLA "interference"? How about telling the employee to take their medication as the doctor indicates — is that unlawful under the ADA? Courts, the DOL, and now even the EEOC in its recently issued "Guidance on Retaliation" are continually describing this unlawful conduct. Attend this interactive session and learn through example what this prohibited conduct looks like, and how to avoid it.

SPEAKER

Jaclyn Kugell, JD
Partner, Morgan, Brown & Joy, LLP

10:30-11:30 am

WHY DID EMPLOYERS WIN SO MANY FMLA/ADA CASES IN 2016?

Many of the federal court decisions in 2016 involving ADA and FMLA claims were decided favorably for employers. During this session, we will review common elements of these cases in order to provide the "secret sauce" that results in employer-friendly rulings. Learn how to reduce your risk of liability based on some common themes from these decisions.

SPEAKER

Marjory Robertson, JD
AVP & Senior Counsel, Sun Life Financial

11:30 am-1:00 pm

NETWORKING LUNCHEON

Sponsored by



"THANK YOU FOR A FANTASTIC AND
KNOWLEDGE-PACKED CONFERENCE.
I'LL DEFINITELY BE IN ATTENDANCE
AT FUTURE EVENTS!"

- 2016 CONFERENCE ATTENDEE

INCREASE YOUR PROFESSIONAL VALUE

Join Over 100 Professionals Who Have Earned Their Certified Leave Management Specialist Designation



As state and federal leave laws continue to expand, more and more companies are finding the need for professional leave management specialists. Distinguishing yourself as a leave expert can be a challenging task — DMEC's new Certified Leave Management Specialist (CLMS) designation is the answer!

Exclusively offered by DMEC, the CLMS program is the only professional designation of its kind that provides interactive, hands-on training to ensure your programs effectively comply with state and federal leave laws. Set yourself apart from the competition with our user-friendly, online self-study course.

LEARN MORE.

www.dmec.org/clms-certification

Already a CLMS designee? You can earn 15.75 CLMS continuing education hours by attending this year's FMLA/ADA Employer Compliance Conference!

1:00-2:30 pm

CONCURRENT SESSIONS

(choose one)

1A STRATEGIES TO COMBAT THE FRIDAY, MONDAY LEAVE ACT (FMLA)

Employers struggle with how to manage excessive use and abuse of leave. The “forever intermittent leave” users are impacting profits, customer service, and relationships between employees. FMLA is a necessary and important leave law that must be managed to protect employee rights and your companies’ bottom line. This session will show you how to strike that balance between supporting necessary and appropriate leaves and challenging excessive or misuse of leave. In this fast-paced and solutions-oriented session, Rachel Shaw will expertly walk you through what you CAN do to address these issues. Plan to leave with tools that you can implement immediately, and a new-found confidence in how to tackle this very complex and frustrating issue.

SPEAKER

Rachel A. Shaw, MBA

President, Shaw HR Consulting, Inc

1B THE NEW FRONTIER: PAID SICK LEAVE LAWS 2.0

Currently, five states, 29 cities, two counties, and Washington, D.C. have some form of a paid sick leave law. No doubt more are to come. Since paid leave laws typically offer job protected absences and/or layer on top of other job protected leave, these laws present a host of administrative issues. Add to it that the laws themselves often differ in, for example, amounts of leave, thresholds to access leave, reasons for leave, rules for carry over, etc., and multi-state employers are left with an even more difficult task of attempting to lawfully implement employee leave entitlements. Attend this lively session and attempt to make sense of this tangled web of new laws.

SPEAKER

Jaclyn Kugell, JD

Partner, Morgan, Brown & Joy, LLP

1C GOING ABOVE & BEYOND: EXCEEDING ADA REQUIREMENTS WITHOUT GETTING BURNED

Employers often want to adopt practical approaches to accommodating injured or ill employees — to do what they think makes common sense for the employee and business even if it is not legally

required. Such benevolent thoughts can be fleeting, however, as fears of setting difficult precedents and redefining the baseline for ADA obligations frequently smothers support for such initiatives. In this session, we will examine the circumstances that most frequently entice employers to go “above and beyond” and discuss strategies and case law that can help position your company to manage its employees and business the way you deem fit while avoiding “no good going unpunished.”

SPEAKER

Francis P. Alvarez, Esq

Principal and Leader of Disability, Leave & Health Management Practice, Jackson Lewis PC

1D WHAT WOULD YOU DO? PRACTICAL SOLUTIONS FOR YOUR ACCOMMODATION CHALLENGES

What would you do if an employee on leave as an ADA accommodation asked for a fourth extension? Or, how would you respond if an employee on performance counseling revealed a disability? When an employee raises an ADA accommodation issue, you need to be able to think on your feet and react appropriately. This session will ask participants what they would do in response to various ADA accommodation scenarios and provide best practice tips and strategies for how employers should respond. We will use cell phone polling technology to survey session participants on each scenario presented. Sufficient time will be left at the end of the session for employers to pose their own “what if” questions.

SPEAKERS

Linda Batiste, JD

Principal Consultant, Job Accommodation Network (JAN)

Allyson Kambach, FLMI, NAADAC Professional Associate

Director, Disability and Absence Product Management, The Prudential Insurance Company of America

2:30-3:00 pm

DESSERT WITH EXHIBITORS

Sponsored by



MORGAN, BROWN
 & JOY, LLP

3:00-4:00 pm

CONCURRENT SESSIONS

(choose one)

2A ADA AND FMLA: HOW TO SUCCESSFULLY MANAGE THEM IN-HOUSE

Administering ADA and FMLA programs can be a tricky process to navigate. Despite this, more companies today are insourcing these programs, recognizing the cost and service outcome benefits to employees. Meijer has maintained insourced ADA and FMLA programs since the inception of both Acts. During this session, we will share the keys to our program’s success, including how to maintain pro-employer, sound policies; what training is most beneficial for your HR and leadership teams; combating perceived abuse; administering leave in a consistent fashion; and tips on returning your employees to work earlier and reducing absenteeism.

SPEAKERS

Dorrie Tompsett

ADA Specialist, Mental Health First Aid Certified, Meijer

Kimberly Carr, JD, SHRM-SCP

Senior Director, Disability Management Services, Mental Health First Aid Certified, Meijer

2B WHEN YOUR WORKFORCE IS EXPECTING — PREGNANCY CONSIDERATIONS UNDER ADA/FMLA

Pregnancy can be an exciting time for an employee, but it can be exceedingly complex for an employer navigating ADA and FMLA compliance. Balancing business needs and employee support can be challenging especially if complications occur and accommodations are needed.

This session will review:

- How the ADA and FMLA laws apply to pregnancy
- EEOC guidance on pregnancy, including a review of employer obligations under the ADA and the Pregnancy Discrimination Act
- State developments, particularly when employers must accommodate pregnant employees even if the situation does not rise to the level of disability and applicable case law

Finally, best practices for supporting stay at work and light duty accommodations will be reviewed.

SPEAKERS

Michelle Jackson, MSW

Assistant Vice President, Unum

Ellen Donovan McCann, JD

Assistant Vice President and Special Counsel, Unum

2C IDM: UNDERSTANDING THE INTERACTIONS OF FMLA, ADA, AND WC LAWS

This session will focus on the often complex way FMLA, ADA, and workers' compensation (WC) interact, and sometimes contradict each other by presenting different scenarios where each law comes into play. This interactive session will include scenarios where the audience will be able to vote on an outcome and to choose which, if any, of the laws apply. We will also highlight where FMLA, ADA and WC intersect and diverge, and how it impacts your integrated programs.

SPEAKERS

Robin Trefethen, MS

Organizational Leadership and Human Resource Management, Senior Account Service Manager, Liberty Mutual Insurance Company

Jeffrey A. Kramer

Vice President & Manager, Medical Services, Liberty Mutual Insurance Company

Julie K. Johnson, CCM, CLMS, CPDM

Leave Services Operations Manager, Liberty Mutual Insurance Company

2D LAWYERS HATE TREES: KEEP YOUR FMLA/ADA/WORKERS' COMP PAPERWORK COMPLIANT

Employers want to do right by employees, yet are often drowning in paperwork driven by the ADA, the FMLA, and workers' compensation. It's so tempting to streamline the paperwork and the processes and accidentally get onto a slippery slope. Hear from employer defense lawyers on what proper documentation looks like, how to be compliant through paper and technology, and how best to prepare a defense to a claim.

SPEAKERS

Dawn Van Tassel, JD

Founder, Van Tassel Law Firm

Kate Bischoff, SHRM-SCP, SPHR

Employment Attorney & HR Consultant, tHRive Law & Consulting LLC

4:00-4:15 pm

COMFORT BREAK

"THIS WAS ONE OF THE MOST ORGANIZED AND WELL-PACED CONFERENCES I'VE EVER ATTENDED."

- 2016 CONFERENCE ATTENDEE

4:15-5:15 pm

CONCURRENT SESSIONS

(choose one)

3A NAVIGATING COMORBIDITIES IN FMLA/ADA

According to law firm Seyfarth Shaw, ADA Title III lawsuits are up 63% over 2015, giving employers cause to evaluate their accommodations process. In addition, rising rates of morbid obesity, diabetes, depression, bipolar disorders, high blood pressure, and elevated cholesterol are adding immense challenges to employers before, during, and after FML and are conditions that may lead an employer to consider ADA accommodations. This presentation will explore strategies that employers can implement to handle comorbidities when determining ADA eligibility; the importance of comprehensive medical oversight and monitoring during any leave that might result in an ADA claim; and tools that employers can begin to leverage to create both short-term and long-term strategies that meaningfully support employee well-being.

SPEAKER

Linda Croushore, MEd, CRC, LPC

Director of Disability Services, UPMC

3B A ROUNDTABLE DISCUSSION ON BEHAVIORAL INTERVENTIONS WITH INTERMITTENT LEAVES

Mental or behavioral health intermittent FMLA leaves triggered by conditions such as depression, anxiety, panic, stress, and grief are on the rise. Recent data indicate that these intermittent leaves are leading to an increased number of continuous leaves. Is it possible to intervene early in the leave process to prevent a continuous leave? During this session, you will gain a better understanding of how an intermittent FMLA leave can lead to a continuous leave, how to intervene early to prevent this from occurring, and how to maneuver through the legal landmines and focus on the key pieces of information needed to remain compliant throughout the process. We will share clinical insights from a recent pilot study along with best practices. Time will also be provided for participants to share their own experiences.

PANELISTS

Carrie Sobleskey

Benefit Consultant, Leave of Absence, The Coca Cola Company

Rebecca Spreckelmeier, BA, MSc

Head, Absence Management, Aetna

Michael Lacroix, PhD

Associate Medical Director, Aetna

3C USING INNOVATION TO MAXIMIZE BEHAVIORAL HEALTH ACCOMMODATIONS

Identifying appropriate accommodations for behavioral health claims can be challenging in today's environment due to their complexity. This difficulty, coupled with the need to comply with FMLA guidelines and ADA requirements, often creates unique challenges for employers. To address these challenges, it's critical for employers to utilize creative accommodation approaches within their stay-at-work and return-to-work efforts. This session will examine successful accommodation approaches implemented by Park Nicollet, a 6,200 employee healthcare system. We'll showcase real-life behavioral claims examples to prove how a little innovation helped yield meaningful impacts on short-term disability and FMLA durations, employee productivity, and compliance. In addition, panelists will illustrate how to leverage IBI's benchmarking data to evaluate the health of your disability and absence management programs.

SPEAKERS

Kari Olson Finnegan

Director, Employee Occupational Health & Safety, Park Nicollet Health Services

Dr. Dan Jolivet, PhD

Behavioral Health Director, The Standard

David Setzkorn, MBA, CPCU

National Practice Leader, Absence Management, The Standard

3D A FINE LINE: BALANCING CONFIDENTIALITY DURING DISABILITY AND LEAVE INVESTIGATIONS

Expectations of confidentiality are one of the most important factors when employees come forward to discuss concerns or complaints about violations of disability and leave policies and laws. These expectations are amplified when the employee has a non-visible disability or medical condition. Striking a balance between employee expectations for confidentiality and the employer's need for information that might impact the workplace is critical. Understanding how to address complex and sensitive situations effectively can help organizations meet these responsibilities while maintaining employees' trust and productivity. This session will use interactive exercises and realistic case scenarios to provide practical information and specific tools you can apply at work, including examples of ways to phrase and frame the discussion.

SPEAKERS

Susan W. Brecher, Esq

Director, Human Capital Development, Cornell University

Judy Young, MA

Assistant Director, Training and Development, Cornell University

7:00-8:00 am

LAST CHANCE NETWORKING BREAKFAST

Sponsored by



8:00-9:00 am

MARIJUANA, OPIOIDS, AND ALCOHOL & THE INTERSECTION WITH FMLA & ADA

At some time in their lives, millions of Americans have abused drugs and alcohol. While many are in recovery, others continue their struggle. Inevitably, your workplace includes individuals battling addiction. Are you prepared to address the resulting disability and leave-related issues and costs? Intended for all levels, this session will provide an overview of the applicable employment laws, address the available accommodation and leave options under the ADA and FMLA, provide case studies, explain what you need to know about state marijuana laws, and offer best practices to apply in your company.

SPEAKERS

Eric Meyer
Partner, Dilworth Paxton, LLP

Robyn Marino
Counsel, Cigna

9:00-9:30 am

COFFEE & CONVERSATION BREAK

Sponsored by



9:30-10:30 am

THE DOL AND EEOC AT YOUR DOOR: PREPARATION & PREVENTION

As the enforcement agencies for the FMLA and ADA, we sometimes feel that we are at the mercy of the DOL and EEOC. And yet, there are many things you can do to prepare your organization if they do come knocking at your door. Or better still, strategies you can employ that will help you avoid the investigation altogether. This session will explore the DOL and EEOC enforcement efforts scheduled for 2017 and determine what those mean for your employment practices and absence programs. You will also hear about the intersecting laws that are being considered when compliance reviews are conducted jointly by the DOL and EEOC and how you can prepare your organization.

SPEAKERS

Scott Plamondon, JD
Attorney, Plamondon Law Group

Sharon Andrus
Director, National Technical Compliance, Sedgwick

Bryon Bass
SVP, Disability and Absence Practice & Compliance, Sedgwick

"THIS WAS MY FIRST TIME ATTENDING THE DMEC COMPLIANCE CONFERENCE. I APPRECIATED THE WEALTH AND DEPTH OF INFORMATION PROVIDED BY EXPERTS IN THE FIELD. I ESPECIALLY LIKED THE GENERAL SESSIONS WHICH ALLOWED FOR A DEEPER DIVE INTO CASE STUDIES."

- 2016 CONFERENCE ATTENDEE

10:30-11:45 am

ASK THE EXPERTS!

Our closing "Ask the Experts" session allows conference attendees to submit their most challenging questions to our panel of distinguished FMLA/ADA legal experts. You provide the uncensored questions, and they provide the unfiltered answers — even if it isn't what you want to hear! This interactive discussion between attendees and panelists allows audience members to have their "real world" questions answered by the specialists. Come prepared with your toughest questions and the most perplexing challenges faced by your company. And best of all, there will be no billable hours or consulting fees incurred!

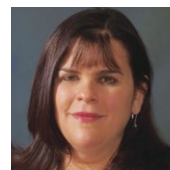
PANEL



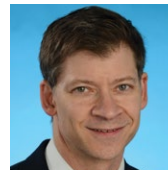
Francis P. Alvarez, Esq.
Principal and Leader of Disability, Leave & Health Management Practice, Jackson Lewis PC



Jeff Nowak, JD
Partner and Co-Chair, Labor and Employment Practice Group, Franczek Radelet PC



Jaclyn Kugell, JD
Partner, Morgan, Brown & Joy, LLP



David Mohl, JD
Associate General Counsel, Global Labor & Employment, Chief Privacy Officer, The Hershey Company

11:45 am-12:00 pm

CLOSING REMARKS

12:00-1:00 pm

CEU FORMS SIGNED

3 WAYS TO SAVE!

- 1 Register by April 5 and save \$100 on your registration.
- 2 Register at least one other co-worker and save \$50 off each registration.
- 3 Become a DMEC Member and save up to \$100 off nonmember rates.

Register by
April 5 for the
Early Bird Discount.

Join DMEC today and become a part of the only association dedicated to the integrated absence and disability management profession.

www.dmec.org
info@dmec.org
800.789.3632



Francis P. Alvarez, Esq
Principal and Leader of
Disability, Leave & Health
Management Practice,
Jackson Lewis PC



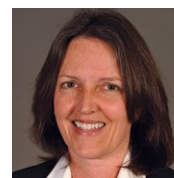
Sharon Andrus
Director, National
Technical Compliance,
Sedgwick



Helen M. Applewhaite
Branch Chief, Branch of
FMLA and Other Labor
Standards, Wage and Hour
Division, US DOL



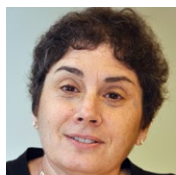
Bryon Bass
SVP, Disability and
Absence Practice &
Compliance, Sedgwick



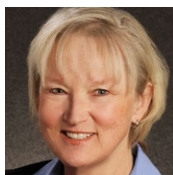
Linda Batiste, JD
Principal Consultant,
Job Accommodation
Network (JAN)



Kate Bischoff,
SHRM-SCP, SPHR
Employment Attorney
& HR Consultant, tHrive
Law & Consulting LLC



Susan W. Brecher, Esq
Director, Human Capital
Development,
Cornell University



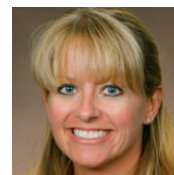
Marti Cardi, JD
Vice President,
Product Compliance,
Matrix Absence
Management, Inc



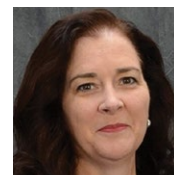
Linda Croushore, MEd,
CRC, LPC
Director of Disability
Services, UPMC



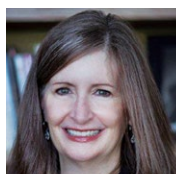
Kevin Curry
National Practice Leader,
Senior Vice President,
ReedGroup



Ellen Donovan
McCann, JD
Assistant Vice President
and Special Counsel,
Unum



Michelle Jackson, MSW
Assistant Vice President,
Unum



Julie K. Johnson, CCM,
CLMS, CPDM
Leave Services Operations
Manager, Liberty Mutual
Insurance Company



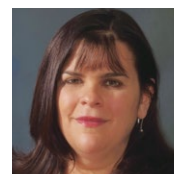
Dan Jolivet, PhD
Behavioral Health
Director, The Standard



Allyson Kambach, FLMI
Director, Disability
and Absence Product
Management, The
Prudential Insurance
Company of America



Jeffrey A. Kramer
Vice President & Manager,
Medical Services, Liberty
Mutual Insurance
Company



Jaclyn Kugell, JD
Partner, Morgan, Brown
& Joy, LLP



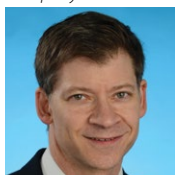
Michael Lacroix, PhD
Associate Medical
Director, Aetna



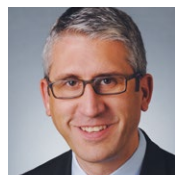
Robyn Marino
Counsel, Cigna



Eric Meyer
Partner, Dilworth
Paxton, LLP



David Mohl, JD
Associate General Counsel,
Global Labor & Employment,
Chief Privacy Officer,
The Hershey Company



Matt Morris, JD
VP of FMLASource,
CompSysh



Richard Mrizek, JD
Trial Attorney, EEOC



Jeff Nowak, JD
Co-Chair Labor and
Employment Practice,
Franczek Radelet



Louis E. Orslen, MSW,
MPIO, CPDM
Co-Director,
Job Accommodation
Network (JAN)



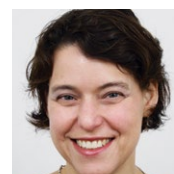
Scott Plamondon, JD
Attorney, Plamondon
Law Group



Marjory Robertson, JD
AVP & Senior Counsel,
Sun Life Financial



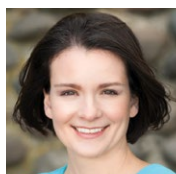
David Setzkorn,
MBA, CPCU
National Practice Leader,
Absence Management,
The Standard



Vicki Shabo, JD, MA
Vice President, National
Partnership for Women
& Families



Rachel A. Shaw, MBA
President, Shaw HR
Consulting, Inc



Anna Steffeney
CEO, LeaveLogic



Dorrie Tompsett
ADA Specialist, Mental
Health First Aid Certified,
Meijer



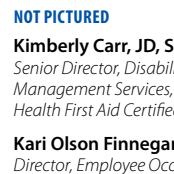
Robin Trefethen, MS
Organizational Leadership
and Human Resource
Management, Senior
Account Service Manager,
Liberty Mutual Insurance
Company



Dawn Van Tassel, JD
Founder,
Van Tassel Law Firm



Judy Young, MA
Assistant Director,
Training and
Development, Cornell
University



NOT PICTURED
Kimberly Carr, JD, SHRM-SCP
Senior Director, Disability
Management Services, Mental
Health First Aid Certified, Meijer

Kari Olson Finnegan
Director, Employee Occupational
Health & Safety, Park Nicollet
Health Services

Carrie Sobleskey
Benefit Consultant, Leave of
Absence, The Coca Cola Company

Rebecca Spreckelmeier, BA, MSc
Head, Absence Management, Aetna

ABOUT YOUR VIP RATE You are eligible to receive the special, discounted conference registration rate below as a benefit of your relationship with **Shaw HR Consulting**. This special, discounted rate is not available online and cannot be used in conjunction with any other rate or promotional code. All questions regarding registration rates should be directed to DMEC at info@dmec.org or 800.789.3632.

REGISTRATION CONFIRMATION Registered attendees will receive their registration confirmation and conference updates electronically. Please provide a valid email address.

CANCELLATION POLICY A \$50 processing fee will be charged for all cancellations received on or before April 24. No refunds after April 24. Substitutions are accepted.

REGISTRATION Provide name, title, and company/organization as you would like it to appear on your badge

FIRST NAME	LAST NAME	TITLE
COMPANY/ORGANIZATION	EMAIL	DAYTIME PHONE
MAILING ADDRESS		
CITY/STATE OR PROVINCE	ZIP CODE	

ATTENDEE PROFILE Please check the appropriate boxes.

Which best describes your primary responsibility?

- | | |
|--|--|
| <input type="checkbox"/> Disability/Absence Management | <input type="checkbox"/> Legal Services |
| <input type="checkbox"/> Human Resources/Personnel | <input type="checkbox"/> Workplace Accommodations |
| <input type="checkbox"/> Employee Benefits | <input type="checkbox"/> Return-To-Work Coordination |
| <input type="checkbox"/> Risk Management | <input type="checkbox"/> Other _____ |

Which best describes your role within your company/organization?

- | | |
|---|--|
| <input type="checkbox"/> President/Owner/Principal | <input type="checkbox"/> Vice President |
| <input type="checkbox"/> Senior Management/Director | <input type="checkbox"/> Department/Section Management |
| <input type="checkbox"/> Supervisor | <input type="checkbox"/> Coordinator/Group Leader |
| <input type="checkbox"/> Other _____ | |

Is this your first DMEC Conference? ☐ YES ☐ NO

☐ [Check here if you have any special dietary or accommodation needs.](#)



VIP CONFERENCE REGISTRATION

FULL CONFERENCE REGISTRATION Includes resource materials, preconference and Monday-Wednesday sessions, two breakfasts, two luncheons, and networking reception, plus morning and afternoon refreshment breaks.

MONDAY EVENING NETWORKING RECEPTION
Included in your registration fee. For planning purposes, please indicate whether you will attend this event.

Not certain if your company is a member of DMEC?
Just contact info@dmec.org or call 800.789.3632.

VIP REGISTRATION RATES

- | | |
|---|-------|
| <input type="checkbox"/> DMEC Employer Member/Individual | \$629 |
| <input type="checkbox"/> DMEC Employer Member/Group Rate | \$579 |
| <input type="checkbox"/> DMEC Employer Nonmember/Individual | \$729 |
| <input type="checkbox"/> DMEC Employer Nonmember/Group Rate | \$679 |

- ☐ Yes, I plan to attend!
☐ No, I do not plan to attend.
☐ Uncertain at this time

TOTAL CONFERENCE
FEE DUE \$

TUESDAY CONCURRENT SESSION SELECTIONS

Seating may be limited for some sessions. To help with planning, please indicate your preference for afternoon sessions below.

1:00-2:30 pm

- ☐ **1A** Strategies to Combat the Friday, Monday Leave Act (FMLA)
☐ **1B** The New Frontier: Paid Sick Leave Laws 2.0
☐ **1C** Going Above & Beyond: Exceeding ADA Requirements Without Getting Burned
☐ **1D** What Would You Do? Practical Solutions for Your Accommodation Challenges

3:00-4:00 pm

- ☐ **2A** ADA and FMLA: How to Successfully Manage Them In-house
☐ **2B** When Your Workforce is Expecting — Pregnancy Considerations Under ADA/FMLA
☐ **2C** IDM: Understanding the Interactions of FMLA, ADA, and WC Laws
☐ **2D** Lawyers Hate Trees: Keep Your FMLA/ADA/Workers' Comp Paperwork Compliant

4:15-5:15 pm

- ☐ **3A** Navigating Comorbidities in FMLA/ADA
☐ **3B** A Roundtable Discussion on Behavioral Interventions with Intermittent Leaves
☐ **3C** Using Innovation to Maximize Behavioral Health Accommodations
☐ **3D** A Fine Line: Balancing Confidentiality During Disability and Leave Investigations

PAYMENT

- ☐ **CHECK** Make check payable in US funds to DMEC

Please remit to
DMEC
5173 Waring Road, Suite 134
San Diego, CA 92120

- ☐ **CREDIT CARD**

I would like DMEC to contact me for credit card payment at the phone number listed below:

PHONE 800.789.3632

EMAIL info@dmec.org



5173 Waring Road, Suite 134
San Diego, CA 92120

800.789.3632

info@dmecc.org | www.dmecc.org

2017 DMEC

FMLA/ADA EMPLOYER COMPLIANCE CONFERENCE

MAY 1-3, 2017 | MINNEAPOLIS
HILTON MINNEAPOLIS



The 2017 DMEC FMLA/ADA Employer Compliance Conference will offer Certified Leave Management Specialist (CLMS) continuing education. To learn more, visit www.dmecc.org/clms-certification.



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



DMEC is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP[®] or SHRM-SCP[®].

REGISTER BY
APRIL 5
AND SAVE \$100

*Group discounts
available.*