



For Immediate Release
Date: October 23, 2009

Contact: Carol Morgan
Telephone: (712) 242-2131

Southwest Iowa ECI: “ADA, FMLA & Worker’s Compensation: The Bermuda Triangle”

COUNCIL BLUFFS, IOWA –Don’t get lost in the ADA- FMLA-WC Bermuda Triangle! The Americans with Disabilities Act, Family Medical Leave Act and Worker’s Compensation laws often create the greatest level of confusion for even the most seasoned human resource and management professionals. How do worker’s compensation, FMLA, and disability laws work-- together, independently or concurrently? Attend this training session to hear from the Iowa experts in their field respond to real life situations affecting your organization.

The Southwest Iowa Employers’ Council (ECI) and Iowa Workforce Development will be hosting a training opportunity titled “ADA, FMLA & Worker’s Compensation: The Bermuda Triangle” on Wednesday November 18, 2009 from 10:00 am to noon. This session will be held at The MICAH House, Charles E Lakin Campus, 1415 Ave J, Council Bluffs, IA. Check-in begins at 9:30 am.

Pre-registration is requested by Friday November 13th to Carol Morgan at (712) 242-2131 or carol.morgan@iwd.iowa.gov. There is a minimal registration fee to attend which covers meeting expenses and refreshments. This training session is designed for human resource personnel and payroll professionals, business managers, line supervisors, controllers, accountants, legal paraprofessionals, attorneys and other interested parties. Due to the complex nature of this topic, businesses are encouraged to send multiple staff.

The program will be moderated by Barbara Tapscott, Employment Attorney with Iowa Workforce Development and agenda items include:

Family Medical Leave Act presented by Richard Tesarek, US Dept of Labor Assistant District Director

- ✓ FMLA purpose to protect job and benefits; which employers must abide; how are employees counted? Time line—12 weeks, new 26 weeks military related leave; when does leave start?; what should happen the first day of the 13th (27th) week?

Worker’s Compensation presented by Chris Godfrey, Iowa Worker’s Compensation Commissioner

- ✓ Purpose—state mandate; Protects What and Who? Can employee benefits be canceled while out on worker’s compensation? Agency Updates, New Legislation and Rules, Recent Case Law Updates

Americans with Disabilities Act (ADA) presented by Tom Goode, Iowa Civil Rights Commission

- ✓ Which employers must comply with ADA; What is the definition of “disability”? Does the ADA Amendments Act of 2008 apply to you? Disability payments—coordination with other employee benefits?

Time Lines, Legal Implications and Written Policy

- ✓ How do FMLA, ADA and Worker’s Compensation work together? When should each begin and end? Approved leaves—how will it impact employee benefits? Compliance Updates; Employers must have written policies before it happens; Lacking written policies—associated problems and legal implications

This program has been approved for 2.0 (General) recertification credit hours towards PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). A certificate of attendance will be provided at the training session.

###

An Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request for individuals with disabilities.
www.iowaworkforce.org • www.iowaworks.org • www.iowajobs.org