

Below is the link to the Tuesday, January 12, 2016 UBA Employer Webinar Series: **“Understanding FMLA in 2016: An Employer’s Basic Guide”**

<http://webinars.ubabenefits.com/WebinarRecordingGateway/tabid/2890/Default.aspx?rid=8d6014fa-7990-48d4-a47c-fc9550ed3d6f>

The Family and Medical Leave Act (FMLA) requires covered employers to permit eligible employees to take unpaid job-protected leave under certain circumstances. This can create a variety of questions as it relates to the employee's benefits and FMLA's interplay with the Patient Protection and Affordable Care Act (ACA).

This webinar will:

- Discuss which employers are subject to FMLA and which employees are protected by FMLA
- Discuss which group health plans are subject to FMLA
- Discuss the FMLA medical certification process
- Highlight the difference between paid and unpaid FMLA leave, and the substitution of paid leave for unpaid FMLA
- Provide insight on how paid and unpaid FMLA leave impact an employee's status as full-time or part-time under the ACA's monthly measurement and look-back methods used by applicable large employers
- Provide best practices on recovering the employee's portion of their health premium
- Discuss the interplay between FMLA and COBRA
- Provide best practices on FMLA disclosures in summary plan descriptions and the summary of benefits and coverage
- Discuss how to handle FMLA when two employees are married
- Provide best practices when employers who are not obligated to offer FMLA reference its protections in their employee handbooks or materials

This 90-minute beginner to intermediate level webinar will help employers understand how to properly design and administer their plans to remain FMLA compliant.

## **PRESENTER**

**Kristina H. Vaquera is a shareholder in the Norfolk, Virginia office of Jackson Lewis P.C.** Ms. Vaquera represents employers in federal and court lawsuits and agency investigations and charges covering a wide range of statutes and subjects. She provides daily counseling and training to management to help employers avoid litigation. Ms. Vaquera represents employers before the Equal Employment Opportunity Commission, National Labor Relations Board, Department of Labor, and numerous state agencies, such as the Virginia Employment Commission, Virginia Department of Labor and Industry, Virginia Department of Housing Discrimination, and Virginia Workers' Compensation Commission.

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Please feel free to watch/listen to this whenever it is convenient for you and your staff. It will be available for you to view for the next 11 months. Your name and email are required for registration. There is no cost however this webinar has been ***approved for 1.50 credit hours*** toward recertification through the HR Certification Institute. Once you have viewed the webinar, the last page will provide details on receiving the credit hour.