



and



Invite you to

# 2009 Employee Medical and Family Leave Issues

Sheraton Atlantic City  
Convention Center Hotel  
Two Convention Boulevard  
Atlantic City, NJ 08401  
Tel: (609) 344-3535

October 29, 2009

Registration: 8:00 a.m.  
Program 8:30 a.m. - 1:00 p.m.

**DCA Approved - 2 Contact Hours**



Innovative Benefit Planning, L.L.C.  
1630 Riverton Road  
Cinnaminson, NJ 08077  
www.ibpllc.com

## Seminar Registration Information

Please remit registration form and payment by  
October 19, 2009 to:

Ms. Carli Gannone  
Innovative Benefit Planning, L.L.C.  
1630 Riverton Road  
Cinnaminson, NJ 08077  
(856) 786-4300 ext. 307  
(856) 786-4304 - fax  
cgannone@ibpllc.com

Checks should be made payable to Innovative Benefit  
Planning, L.L.C.

Registration: **\$75 (for members of SSHRMANJ) per person**  
**\$95 (nonmembers) per person**

Seminar: 8:30 a.m. - 12:30 p.m.      Registration: 8:00 a.m.

Attendee name *(Please print or type):*

- Name \_\_\_\_\_  
Company \_\_\_\_\_  
Title \_\_\_\_\_  
Email \_\_\_\_\_ Phone No. \_\_\_\_\_
- Name \_\_\_\_\_  
Company \_\_\_\_\_  
Title \_\_\_\_\_  
Email \_\_\_\_\_ Phone No. \_\_\_\_\_
- Name \_\_\_\_\_  
Company \_\_\_\_\_  
Title \_\_\_\_\_  
Email \_\_\_\_\_ Phone No. \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Fax \_\_\_\_\_

## Program Agenda

- 8:00 - 8:30 a.m. **Registration & Continental Breakfast**
- 8:30 - 10:20 a.m. **Advanced Issues under Federal & State Medical Leave Laws**  
Armando V. Riccio, Esq.  
Capehart Scatchard

- Key Revisions to the FMLA Regulations including employee eligibility, notice issues, certifications and clarifications effecting the definition of serious health condition.
- A review of the New Jersey Paid Family Leave
- Medical Leaves of Absence as an Accommodation
- The interplay among the above laws

An informative session regarding newly enacted laws, recent changes in law and a brief review of new cases. Learn how to avoid pitfalls inherent in this area of overlapping laws.

10:20 -10:35 a.m. **Break**

10:35 - 11:35 a.m. **Medical Issues and Opportunities Under ADA and FMLA**  
Kenneth C. Peacock, M.D.  
QualMed Evaluations

- The role of “Independent Medical Examiners”
- Benefits of obtaining an IME
- Determining the authenticity of medical complaints
- How to determine employee’s actual ability to perform job functions
- The “Company doctor’s” limitations and options
- Accommodation Alternatives
- Examination for fitness-for-duty

Gain a practical understanding of the different medical reviews available to a Company in order to control system abuses.

11:35 - 12:30 p.m. **Creating and Administering a Leave of Absence (LOA) Policy**  
Terriann Procida  
Innovative Benefit Planning, L.L.C.

- LOA Documentation of Policies and Procedures
- Employee handbook that supports LOA policies
- Employee communications and timing
- Notification from supervisors/managers to Human Resources
- Employee Benefits while on a LOA
- LOA tracking

## Who Should Attend

This half-day seminar is designed for human resource managers, operations managers, finance officers, controllers, municipal clerks, managers, business owners, and members of your organization responsible for administering FMLA and family leaves.

## Credits Available

This presentation has been approved for four (4) credits from the HR Certification Institute. The New Jersey Division of Community Affairs has approved two (2) Contact Hours as follows: Municipal Clerks (Professional Development), County Finance Officers (Office Management) and Public Works Managers (Government).

## Seminar Facility Information

**Sheraton Atlantic City Convention Center Hotel**  
Two Convention Boulevard  
Atlantic City, NJ 08401  
Tel: (609) 344-3535

## DIRECTIONS

### From Philadelphia Airport & Points West

Route 76 East over the Walt Whitman Bridge into New Jersey. Follow signs for the Atlantic City Expressway. Follow the Expressway directly into the city. At the second light, turn left onto Arctic Avenue. Proceed to the second light and turn left onto Michigan Avenue. Continue one block. The hotel will be straight ahead.

### From New Jersey Turnpike or Garden State Parkway

Atlantic City Expressway eastbound directly into the city. At the second traffic light after the end of the Expressway, turn left onto Arctic Avenue. Proceed to the second light and turn left onto Michigan Avenue. Continue one block. The hotel will be straight ahead.

### From Northern New Jersey, New York and Connecticut

Garden State Parkway South to Exit 38. Continue onto the Atlantic City Expressway East. Follow the Expressway directly into the city. At the second light, turn left onto Arctic Avenue. Proceed to the second light and turn left onto Michigan Avenue. Continue one block. The hotel will be straight ahead.

### From South

Interstate 95 North to 76 East over Walt Whitman Bridge. Follow 42 South to Atlantic City Expressway. At the end of the expressway, at the second light, turn left on Arctic. Turn left on Michigan. Proceed straight past the lights to the hotel.

## Speaker Information

**Terriann Procida** is a founding partner in the employee benefits firm, Innovative Benefit Planning, L.L.C., and has over 20 years experience in the insurance industry, providing employee benefit services to business owners and executives nationally. Her experience working with diverse businesses of all sizes has helped Terriann to identify key challenges that employers face. As a business owner herself, Terriann brings a valued perspective when assisting her clients in their benefit decisions. She has received many accolades from her clients and colleagues over the years. Her most recent recognition was from *South Jersey Magazine* where she received the Women in Business recognition. In her spare time, Terriann immerses herself in many professional and volunteer activities including the National Health Underwriters Association, the Tri-State Human Resource Management Association, Women’s Presidents Organization, eWomen Network and International Foundation of Employee Benefits. She recently spoke to HR professionals at Tri-State HRMA 22nd Annual Conference about networking as an essential leadership skill.

**Armando V. Riccio, Esq.** is a member of Capehart Scatchard’s Labor and Employment Group. He concentrates his practice in representing management in the public and private sectors in various employment matters such as discrimination, harassment, retaliation, and wrongful termination claims. He represents management before the EEOC, NLRB, Division on Civil Rights, PERC, and federal and state courts. Mr. Riccio also conducts investigations of discrimination and harassment claims, and advises clients regarding employment practices, policies, and procedures. Recently recognized as one of South Jersey’s Top Attorneys as published by *SJ Magazine*. He is also a member of the American Society for Training and Development, Society of Human Resource Management, the Human Resources Association for Southern New Jersey (Executive Committee Member and Chair, Legal Updates Committee), the New Jersey State (Labor & Employment Section), Burlington, and Camden County Bar Associations.

**Kenneth C. Peacock, M.D.** is a Diplomate of the American Board of Orthopedic Surgery. He has been recertified by the American Board of Orthopedic Surgery (ABOS), which now extends his certification through the year 2018. An accomplished surgeon with over 20 years of experience, Dr. Peacock has published in numerous medical journals and has presented his research findings at national medical conferences. He is a member of the American Society for Surgery of the Hand and is a Fellow of the American Academy of Orthopedic Surgeons. A former staff member at many top New Jersey hospitals, Dr. Peacock also served for seven years as Assistant Chief of the Department of Orthopedic Surgery at Virtua/Memorial Hospital of Burlington County. In continuing with his commitment to quality medical standards, Dr. Peacock is founder and director of the fast-growing QualMed Evaluations, LLC (formally known as Laurel Evaluations, P.A.).