



**FAMILY and MEDICAL LEAVE ACT (FMLA)**  
**Update on Changes in Compliance Requirements**

*Presented as a fast paced yet informative one hour WEBINAR*

**The Fee is \$65.00 per attendee**

The FMLA, originally enacted in 1993, was revised on November 14, 2008, and the new regulations took effect on January 16, 2009. With the implementation of these new regulations, employers must immediately take note of the changes required. This Webinar will update employers on the FMLA and actions they should be taking now to comply with the new provisions.

**TOPICS COVERED**

- **EMPLOYERS WHO MUST COMPLY WITH THE FMLA**
- **OVERVIEW OF THE FUNDAMENTAL PROVISIONS OF THE FMLA**
- **REVISED PROVISIONS AS OF JANUARY 16, 2009**
  - Military Caregiver Leave
  - Qualifying Exigency Leave
  - Light Duty
  - Serious Health Condition
  - Substitution of Paid Leave
  - Perfect Attendance
  - Postings and Notification
  - Employee Notice
  - Fitness for Duty
- **RISKS AND LIABILITIES OF NON-COMPLIANCE**
  - Employee Waiver of Rights
  - The Ragsdale Decision
  - Penalties
  - Civil Litigation
  - EEOC/OFCCP enforcement

***To register online for this webinar, please visit [www.criuniversity.com](http://www.criuniversity.com) and click on Registration or call Nicole Simon, Conference Coordinator, at (972) 641-5494, ext. 102.***

These sessions will be led by Milt Cotter, CEO of CRI ([www.criw.com](http://www.criw.com)), a nationally recognized leader in the Human Resources arena in the government sector and private industry for over 45 years.

For more information about upcoming CRI webinars on EEOC/OFCCP Compliance, Disparate Pay, Unconscious Bias and the Family and Medical Leave Act, visit: [www.criuniversity.com](http://www.criuniversity.com)