



At any given moment, 10.7% of US workforce is out of work on FMLA. Since it was enacted in 1993 FMLA has been used over 100 million times. Complicating it further are the various NJ leave laws, i.e. NJ Family Leave Act, the NJ Safe Act, the NJ Earned Sick Leave Law and the NJ Family Leave Insurance -- a tangled web of leave issue nightmares. In addition, employers must also consider the impact of Worker's Compensation, Temporary Disability Benefits and related benefit issues. Join our distinguished panel of speakers as they help you gain a practical understanding enabling you to safely navigate this legal minefield.

## A WORKSHOP ON Untangling The Ever Expanding Leave Law Mess

**June 12, 2019**  
**8:00AM - 4:30PM**

\$75 Member

\$95 Non-member

Includes Continental Breakfast and Buffet Lunch

### **Rowan College at Gloucester County**

Room BAC 500

1400 Tanyard Rd, Sewell, NJ 08080

#### **Register TODAY at:**

[https://hrasnj.shrm.org/forms/  
june-12-2019-seminar-registration-  
form](https://hrasnj.shrm.org/forms/june-12-2019-seminar-registration-form)



- Gain valuable insights from industry leaders
- Gain clarity from real issue examples
- Discuss implementation problems specific to your organization
- Network with peers

# A WORKSHOP ON Untangling The Ever Expanding Leave Law Mess

## SPEAKERS

### ARMANDO V. RICCIO, Esq.

For over two decades, Mr. Riccio has concentrated his practice in representing management in the public and private sectors with various employment matters. As solicitor and labor relations/employment law counsel to a variety of public and private sector entities of various sizes, Mr. Riccio has developed the depth of experience and ability to provide practical and legal solutions for a broad range of labor and employment matters, including the areas of training, policy development and administration, hiring, promotion and layoff processes/procedures, medical leaves and accommodation issues, union negotiations, investigations, disciplinary matters and grievance proceedings.

### ALAN W. DEAN

Mr. Dean is currently the Vice President of Human Resources with Comar Holding Company, LLC. His career spans 20 plus years as an entrepreneur, general business, and human resources professional working across various industries. Prior to joining Comar, Alan served as the head of human resources for a \$300 million direct marketing company and a \$2.4 billion national retail company.

### DAVID J. WOOLF

Mr. Woolf is a partner in the Philadelphia office of Drinker Biddle & Reath LLP, working in the firm's labor and employment group. He assists clients with a range of labor and employment-related matters, including employment litigation, non-competition and other restrictive covenant-related issues, and union/management relations. David also actively works with the firm's Corporate and Securities group on labor and employment deal diligence, providing guidance on the labor and employment aspects of actual and potential transactions.

### CAROL ASSELTA, SPHR; SHRM-SCP

Ms. Asselta is co-founder and managing partner of AKziom, which provides a full range of human resource consulting services from compliance issues to change management and organizational development.

With more than several decades of experience in human resource functions with such major organizations as American Water and Excel Corporation, Carol brings a wealth of knowledge and solutions to human resource objectives. She has successfully managed mergers, divestitures, downsizing, restructuring, and plant closing. As both an internal and external consultant, her expertise has contributed to creating solutions, and supporting strategic objectives and business goals.

## AGENDA

### 8:00-8:30AM

Registration/Continental breakfast

### 8:30-10:30AM

*Armando V. Riccio, Esq.*

A review of the Amended New Jersey Family Leave Act, changes in New Jersey Family Leave Insurance

- A comparison of and interaction between New Jersey Paid Sick Leave, the FMLA and NJ-FLA
- General and Specific Notices: Employer and Employee Requirements

### 10:30-10:40AM

Break

### 10:40-12:40PM

*David Woolf, Esq.*

Certifications and Job Protected Leave

- Handbook policies that effectively and efficiently apply FMLA, FLA and Paid Sick Leave
- Best practices in managing the medical certification process
- Action plans to deal with suspected leave abuse
- Questionable return to work certifications and whether/how an employer can require a medical exam upon return to work from an FMLA leave

### 12:40-1:30PM

Lunch - Provided

### 1:30-3:20PM

*Alan W. Dean*

Leave Law Mathematics

- Calculating leave use under the FMLA, FLA and New Jersey Paid Sick Leave Law
- Addressing monetary issues in connection with leave use

Benefits Coordination & Application

- Pay Protection v. Job Protection
- Temporary Disability Benefits
- Works Compensation Benefits

### 3:20-3:30PM

Break

### 3:30-4:30PM

*Armando V. Riccio, Esq., and Carol Asselta*

Problem sets: working through some knotty leave issues and abuses

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*This Workshop is approved for 7 general credit hours through HRCI for PHR, SPHR, and 7 PDCs through SHRM for SHRM-SCP and SHRM-CP*

