

Laddey Clark & Ryan, LLP

MANAGING LEAVE REQUESTS TRAINING

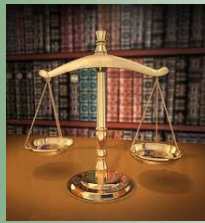
Employment and Labor
Practice Group

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Employment and Labor Law
Practitioners

Laddey, Clark, & Ryan, LLP is recognized for its superior client services and reputation. Our Employment and Labor Practice Group represents employers in addressing employment and labor issues, including claims of wrongful termination, age discrimination, sexual harassment and discrimination, hostile work environment and retaliation. We regularly speak, write, advise and defend our clients on a wide range of employment law issues.



The Curriculum

Our program provides both one-on-one instruction to decision-makers as well as training for managers and supervisors on the company's obligations.

In your one-on-one session we will review your policies with you and recommend any changes. We will also work with you on implementation of new policies and procedures.

Our training for managers and supervisors will provide information and guidance to them on how to handle employee questions and concerns. Also, we will instruct your managers and supervisors of their personal obligations to the company in reporting issues and concerns based on your own policies and reporting procedures.

This program provides not only a training session but also an audit of your compliance with federal and state obligations.



The Training

We counsel employers how to best handle the leave situations, including:

- Determining whether the Family Medical Leave Act ("FMLA"), the New Jersey Family Leave Act ("NJFLA"), and the Paid Family Act apply to your business.
- Creating a system to comply with your affirmative obligations to provide notice of leave rights.
- Identifying what constitutes a "serious health condition" and what family members qualify for purposes of the FMLA, NJFLA, and the Paid Family Leave Act.
- Ensuring compliance with reinstatement rights and/or continued health benefits for employees.
- Recommending additions or revisions for your employee handbook concerning leave.

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