Overcoming Employee Leave and Compliance Challenges

UNDER THE FMLA & ADAAA

because what you don’t know can cost you

April 15-17, 2013
DoubleTree by Hilton
Portland, Oregon

SNEAK PREVIEW
- Intermittent Leaves: Managing Difficulties and Curbing Abuse
- How to Initiate and Manage the Interactive Process from Start to Finish
- Focus on FMLA—Strategies to Sharpen Compliance
- Navigating the Interplay Between FMLA and State Leave Laws
- Top Mistakes Employers Make and How to Avoid Them
- See inside for more …

BONUS PRE-CONFERENCE LEARNSHOP INCLUDED
EMPLOYER GROUP DISCOUNTS AVAILABLE
UP TO 16 CEUS

800. 789. 3632
info@dmecc.org
www.dmecc.org
WHY ATTEND

The FMLA and ADA are two of the most complicated laws that HR professionals have to face—and among the leading causes of employment disputes that land employers in the courtroom.

In 2 ½ days
- Learn how to ensure that you are in compliance with the technical requirements, as well as the recent amendments to both the ADA and FMLA regulations
- Get the latest compliance tactics, practical strategies, and procedural recommendations that will enable you to tackle the challenging FMLA and ADA issues you confront every day
- Gain the tools and knowledge you need to manage your FMLA and ADA compliance responsibilities and reduce your risk of lawsuits and government enforcement actions

Certifications & Designations
DMEC has applied for CEUs for the following certifications and professional designations. Please check the DMEC website for approval status and credit hour approvals.

**ADMS** - Associate Disability Management Specialist
**CPDM** - Certified Professional in Disability Management
**CCMP** - Certified Case Management Professional
**CCMC** - Certified Case Manager
**CDMS** - Certified Disability Management Specialist
**CRCC** - Certified Rehabilitation Counselor
**SPHR/PHR** - Senior Professional/Professional in Human Resources

This program has been submitted to the HR Certification Institute for review.

WHO SHOULD ATTEND

Professionals responsible for
- Absence and Disability Management
- Human Resources/Benefits
- Return-to-Work
- Workplace Accommodation
- Risk and Litigation
- Workers’ Compensation Professionals

This interactive, case-study-centered conference will help you gain confidence and expertise in dealing with complex—and often confusing—employment law and employee relations issues.

Real challenges... real solutions.
CONFERENCES
VENUE &
ACCOMMODATIONS

DOUBLETREE
BY HILTON PORTLAND
1000 Multnomah Street
Portland, Oregon 97232

Adjacent to Oregon’s largest indoor shopping mall (Lloyd Center), the newly renovated DoubleTree by Hilton is located just 11 miles from the Portland International Airport (PDX). As the city’s leading hotel in implementing environmentally sound “sustainable” green practices, The DoubleTree by Hilton Portland continues to receive national recognition for its extraordinary leadership in sustainable business practices.

DMEC RATE
Standard Room (one queen bed): $149 single/double
Premium Room (one king or two queen beds): $159 single/double
(rate includes guest room internet)

CUT-OFF MARCH 30, 2013

RESERVATIONS 800.996.0510

To make your reservation, contact the hotel and request a guest room within the DMEC room block. Book early as rooms may sell out before the March 30 cut-off. The DMEC Group Date is valid for up to two days before and after the conference, based upon availability at the time of reservation.

AGENDA AT A GLANCE

Monday | April 15
7am–5pm Registration Opens
8:30–11:30am Pre-Conference LearnShop—The Nuts & Bolts of the FMLA, ADA, and the ADA Amendments Act

GENERAL SESSION
1–1:30 pm Welcome & Overview
1:30–2:45pm We Should Have Seen That Coming!! Lessons Learned From Recent ADA and FMLA Cases
2:45–3pm Comfort Break
3–4pm An Ounce of Prevention is a Pound of Cure: The ADAAA/FMLA/WC Overlap
4–5pm The Compliance Conundrum
5–6:30pm Welcome Reception

Tuesday | April 16
7am–1pm Registration Open
7–8am Heart Healthy Welcome Breakfast

GENERAL SESSION
8–9:15am Beware the Potential FMLA Pitfalls
9:15–9:30am Comfort Break
9:30–10:30am Intermittent Leaves: Managing Difficulties and Curbing Abuse
10:30–11:45am Focus on FMLA—Strategies to Sharpen Compliance
11:45am–1pm Networking Luncheon
1–2:30pm Concurrent Learnshops
1A. Navigating the Interplay between FMLA and State Leave Laws
1B. Privacy and Confidentiality in the Bermuda Triangle of the ADAAA, FMLA and Workers’ Compensation
1C. Employer InSourcing Models
2:30–3pm Dessert & Conversation Break
3–4pm Concurrent Learnshops
2A. Absence Management Express: Southern California Edison’s RTW & ADA Programs
2B. Obesity and the ADAAA
2C. Reasonable Accommodation Strategies in Healthcare and Higher Education
4–5pm Concurrent Learnshops
3A. New Ways to Reduce FMLA Impact: Integration of Leave with EAP/Work-Life Services
3B. Leave as an ADA Accommodation: When, Why, & How Much?
3C. Navigating Performance Issues Due to Health: A Health Care Response Team Overview

Evening
Evening Open

Wednesday | April 17
7am–1pm Registration Open
7–8am Last Chance Networking Breakfast

GENERAL SESSION
8–9am One Size Does Not Fit All: Avoiding Common ADAAA Mistakes
9–9:15am Comfort Break
9:15–10:15am Bad Behavior or a Mental Health Problem? How to Address these Issues Under the ADA and FMLA
10:15–11:15am Deciding Whether to Insource or Outsource FMLA/ADAAA: Current Solutions and Future Innovations
11:15–11:45am 30 Tips in 30 Minutes: What Every Manager Needs to Know
11:45am–12noon Closing Remarks
12–1pm CEU Forms Signed
PRE-CONFERENCE LEARNSHOP

VALUE-ADDED! This Pre-Conference LearnShop is included in your conference registration fee. Pre-Registration Required.

8:30-11:30am

THE NUTS & BOLTS OF THE FMLA, ADA, AND THE ADA AMENDMENTS ACT

THE NUTS & BOLTS OF THE FMLA ADMINISTRATION

If you think that the Family and Medical Leave Act (FMLA) is a challenge, you are not alone. A survey by the Society for Human Resource Management (SHRM) confirms what we all know: even though the FMLA has been around since 1993, most employers have significant difficulty implementing its requirements.

During this session you will gain a better understanding of the fundamentals and requirements of FMLA, learn to eliminate FMLA confusion, understand what documentation is necessary to qualify as an FMLA event, and explore real-life issues.

Don’t get caught unprepared. Your organization could end up in a tangled legal web if you’re not familiar with the intricacies of FMLA. With every new court case, the FMLA becomes better defined… and sometimes more confusing. Don’t just assume that you’re doing it right or that you know enough to get by.

In this session the presenters will help employers better understand and administer the FMLA by:

- Providing an in-depth overview of FMLA and its regulations
- Identifying common misconceptions and mistakes made when administering FMLA
- Providing employers with a structured approach to address FMLA compliance

THE NUTS & BOLTS OF THE ADA AND THE ADA AMENDMENTS ACT

A Legal, Financial, and Practical Perspective

While IDAM programs are more important than ever to business, the ADA Amendments Act (ADAAA) has dramatically increased the potential legal exposure of programs that are not carefully designed and implemented. More than ever, IDAM professionals must understand fundamental ADA concepts that drive program design and individual employment decision-making.

During this session, you will come away with an understanding of the fundamental legal and financial requirements of the ADA, along with practical tips for complying with those requirements. Plus, Job Accommodation Network (JAN) will share a model interactive process for developing successful workplace accommodations.

- The costs and benefits of providing accommodation
- The definition of disability under the ADAAA and tips for understanding how it applies
- What “discrimination” means under the ADA
- What kind of accommodations are “reasonable,” including real-life examples
- Factors to consider in evaluating whether accommodations pose an undue hardship
- ADA rules regarding medical inquiries and examinations for applicants and employees
- How to recognize an accommodation request
- Plus, how to initiate and successfully manage the interactive process from start to finish

LEARNSHOP FACILITATORS

Diane Dawson
Branch Chief, FMLA and Other Acts, Wage and Hour Division, U.S. Department of Labor

Jeff Nowak, Esq
Partner, Franczek Radelet P.C., and author of the top-rated FMLA Insights

Linda Carter Batiste, JD
Principal Consultant, Job Accommodation Network (JAN)
1-1:30pm

WELCOME & OVERVIEW

The FMLA was enacted in 1993 and yet 20 years later employers are still attempting to correctly apply the law’s precepts and cope with the ongoing regulatory changes. The ADAAA significantly expanded the scope of disability discrimination protection afforded to employees and job applicants. It overturned many prior court decisions that had limited the ADA’s reach, expanding the definition of disability and creating additional burdens for employer compliance.

DMEC leadership shares its members’ liability concerns and designed this conference to provide an overview of “Hot Button” topics and offer practical guidance to assist employers mitigate the risks inherent in leave management situations.

SPEAKERS

Charles M. Fox, Esq
President & CEO, DMEC

Terri Rhodes, MBA, CPDM, CCMP
Manager, Education Programs, DMEC

1:30-2:45pm

WE SHOULD HAVE SEEN THAT COMING!! LESSONS LEARNED FROM RECENT ADA AND FMLA CASES

While recent court cases and enforcement actions provide employers “early warning radar” for future ADA and FMLA claims, they also provide the blueprints for savvy employment lawyers looking for their next ADA or FMLA case. In this session, presenters will look back at recent court cases and regulatory guidance to help you avoid practices currently being targeted for future ADA and FMLA lawsuits. Come and learn what employers did right and wrong in these cases and how it may impact the strategies being pursued in your integrated leave and accommodation programs.

Two recognized legal experts will provide an in-depth look at the lessons learned in the last year of ADA and FMLA litigation.

Gain insights into

- The policies and practices the EEOC and Department of Labor see as “low-hanging fruit”
- Highest risks and priorities for your integrated disability and absence management program
- Simple mistakes employers make that create costly litigation
- Current EEOC and DOL investigation/enforcement trends
- Best practices to prevent potential claims from turning into litigation

SPEAKERS

Frank Alvarez, Esq
Senior Partner, Jackson Lewis

David Mohl, Esq
Senior Council, Cigna

2:45-3pm

Comfort Break

3-4pm

AN OUNCE OF PREVENTION IS A POUND OF CURE: THE ADAAA/FMLA/WC OVERLAP

With the expansion of the definition of disability, employers face greater challenges managing the intersections and overlap of ADA, FMLA and Workers’ Compensation. Therefore, it is important to develop strategies for analyzing serious medical conditions with an ADA lens to ensure effective leave management and reasonable accommodations.

This interactive session will incorporate some recent applicable cases to identify best practices for handling accommodation requests when managing leaves (including intermittent), and expanding this to your workers’ compensation program. It will also offer strategies for effective communication essentials and for facilitating creative options that benefit employers while keeping employees engaged. The importance of individualized analysis and the interactive process will be highlighted through case studies and practical applications for managing this complex interplay.

SPEAKERS

Susan W. Brecher, Esq
Director, Human Capital Development, Cornell University

Judy Young, MA
Assistant Director, Training and Development, Cornell University

MODERATOR

Susanne M. Bruyère, PhD, CRC
Director, Employment and Disability Institute, Cornell University

4-5pm

THE COMPLIANCE CONUNDRUM

The 2009 ADA Amendments Act and the EEOC final ruling in 2011 which expanded the definition of disability has left employers with the challenge of interpreting these regulations and trying to incorporate them into existing absence management and return to work policies. Maintaining compliant tracking and documentation of requests for accommodations alongside federal, state and local leaves has increased the level of complexity and administrative burden for employers in managing employee absence.

During this session, you’ll gain insights from an employer, a compliance expert, and a consultant on their collective experience implementing and maintaining ADA complaint programs. Plus you’ll walk away with practical tools to better implement accommodations under the ADAAA.

PANEL MODERATOR

Greg VanDam
Senior Vice President, Claims and Technology, Liberty Mutual Insurance

5-6:30pm

Welcome Reception

Sponsored by

KAISER PERMANENTE®

Complimentary wine sponsored by the DMEC Oregon/SW Washington Chapter

By attending, you will have the opportunity to network with fellow HR and Leave Management professionals in an ideal setting for sharing ideas.
7-8am
Heart Healthy Breakfast
Sponsored by Prudential

8-9:15am
BEWARE THE POTENTIAL FMLA PITFALLS
Through the presentation of several employee medical claim and leave scenarios, we will highlight the FMLA/ADAAA compliance challenges that employers face when obtaining and reviewing medical information and returning employees to work. Leading this colorful and interactive discussion, which was a favorite at last year’s conference, is Senior Legal Counsel, Peter Warman. Our industry expert will illustrate through memorable case examples, what can go wrong during the application and administration of medical leaves.

SPEAKER
Peter Warman, JD
Senior Employment Counsel and Compliance Leader, Aon Hewitt

9:15-9:30am
Comfort Break

9:30-10:30am
INTERMITTENT LEAVES: MANAGING DIFFICULTIES AND CURBING ABUSE
Intermittent FMLA is the most difficult type of leave to manage. It can be unpredictable, uncontrollable and costly. Being able to appropriately authorize and track intermittent leave and establish the policies and technology to identify potential abuse while respecting your legal obligations is a significant challenge for most companies. There is no single, easy solution, but in this session we will identify policies, strategies and technology that companies can adopt to position themselves to better manage intermittent leave and police potential abuse of this important leave entitlement.

Using a case study methodology, this session’s experts will outline a few potential abuse situations and discuss how real companies have implemented change with workflow, workplace policies and technology solutions to help accurately track intermittent leave and control abuse while ensuring compliance.

SPEAKERS
Frank Alvarez, Esq
Senior Partner, Jackson Lewis
Donald Olds, MBA
President and Chief Executive Officer, Presagia
Karen English, ACI, AU, ARM, CPCU
Partner, Spring Consulting Group

10:30-11:45am
FOCUS ON FMLA—STRATEGIES TO SHARPEN COMPLIANCE
Since its inception in 1993, the Family and Medical Leave Act (FMLA) has been a critical component in managing your human capital. Learn proactive compliance principles to benefit your employees and your business. Topics will include rights and responsibilities of both employees and employers, and what to expect if the DOL conducts an investigation. What steps can I take to ensure compliance? Where can I get information or advice when I need it? What best practices have been identified to navigate the nuances of this law?

This session, presented jointly by Diane Dawson, FMLA Branch Chief for the U.S. Department of Labor’s Wage and Hour Division, and Marti Cardi, Chief Compliance Officer for a leave of absence management company, will provide FMLA management advice from the DOL and employer’s perspectives.

SPEAKERS
Diane Dawson
Branch Chief, FMLA and Other Acts, Wage and Hour Division, U.S. Department of Labor
Marti Cardi, JD
Chief Compliance Officer, Reed Group

11:45am-1pm
Networking Luncheon
Sponsored by

Photo: Travel Portland
1-2:30pm

Concurrent LearnShops 1
(choose one)

1A. | Navigating the Interplay between FMLA and State Leave Laws
This session will educate employers on the interplay of FMLA and state leave laws. Employers will be given an overview of the legal requirements they must follow when they are located in a state that has a state leave law that is inconsistent with the FMLA. Attendees will be advised on how to integrate FMLA and state leave compliance. A high level review of the types of state leave laws that exist throughout the United States will be given, as well as a review of trends in state leave laws. Case studies will be reviewed by an HR professional of a large hospital group using examples under the Oregon Family Leave Act which is one of the most challenging state leave laws in the country. CA case studies will also be reviewed.

SPEAKERS
Kristi Durr
HR Leave Specialist, St. Charles Health System
Ellen Donovan McCann, Esq
Assistant Vice President and Senior Counsel, Unum Group

1B. | Privacy and Confidentiality in the Bermuda Triangle of the ADAAA, FMLA and Workers’ Compensation
Learn to navigate the stormy seas of these three complex statutes and regulatory schemes as they relate to privacy and confidentiality issues, including GINA and HIPAA compliance. Have a steady hand on the rudder as you steer your disability management team through the troubled waters of ensuring appropriate use, disclosure and protection of employee medical information. Hear from a panel of experts, including an integrated disability case manager/employer, and two attorneys, one a specialist in workers’ compensation, the other a specialist in employment defense, regarding how to chart a course that avoids the rocky shores of litigation and that can lead to the safe beach of compliance!

SPEAKERS
Sommer Tolleson, JD
Attorney, Maher & Tolleson, LLC
Amy Joseph Pedersen, JD, SPHR
Attorney, Stoel Rives, LLP
Mike Moses, ARM, CPDM
Integrated Disability Case Manager, Kaiser Permanente NW

1C. | Employer InSourcing Models
This session will provide several employers case studies on the decision making strategy for managing absence and disability programs using internal resources. Hear from these employers who will share their successes and challenges, corporate strategies and why their companies have chosen the program structure and how it is managed. Employers will share information on the tools and resources they use for managing absence.

PANEL MODERATOR
Terri Rhodes, MBA, CPDM, CCMP
Manager, Education Programs, DMEC

2:30-3pm

Dessert & Conversation Break

3-4pm

Concurrent LearnShops 2
(choose one)

2A. | Absence Management Express: Southern California Edison’s RTW and ADA Programs
Most large employers understand that the ADA Amendments Act covers more employees than ever before, and they have to consider providing additional leave after FMLA leave is exhausted as a reasonable accommodation. The question is what to do when the leave has expired and employees have not been released to return to work. We will explore a number of business issues that arise make it difficult to return employees back to work successfully. In this session, you will see the process used by Southern California Edison called Absence Management Express where they pro-actively address these business issues with the work location and other partner groups before the employee returns to work. This includes conducting an alternate job search if the employee’s position has been filled. Complete with case studies and supporting statistics, this session will provide strategies that you can consider for your organization.

SPEAKERS
Deborah Jacobs, MS
Manager, Disability Management, Southern California Edison
Bryon Bass
Senior Vice President, Absence Management Practice, Sedgwick Claims Management Services, Inc

2B. | Obesity and the ADAAA
The Americans with Disabilities Act Amendments Act included several changes which make establishing obesity as a disability much easier for employers. We are starting to see cases in the Federal Courts and the EEOC regarding obesity discrimination. With so many obese Americans it is important to understand the EEOC and the Courts’ position on whether obesity renders an employee disabled under the ADAAA and under what circumstances. This session will provide an understanding of the ADAAA changes, the recent case law and best practices for effectively managing an obese employee or job applicant.

SPEAKER
Susan Garver, Esq
Attorney, Nyhan, Bambrick, Kinzie and Lowry, P.C.

2C. | Reasonable Accommodation Strategies in Healthcare and Higher Education
Reasonable accommodations and leaves present unique challenges to hospitals, clinics, medical offices, healthcare providers and higher education employers. In this interactive panel presentation, examples of accommodations for both physical and mental disabilities, including both the practical and legal issues involved, will be discussed and analyzed by the attendees and representatives from Oregon Health & Science University who work in this field daily with the goal of illustrating creative solutions for employers facing difficult accommodation issues.

FACILITATORS
Michael Tom, JD
Director, Affirmative Action and Equal Opportunity Department, Oregon Health & Science University
Helle Rode, JD
Equal Opportunity Compliance Officer, Affirmative Action and Equal Opportunity Department, Oregon Health & Science University
4-5pm

Concurrent LearnShops 3
(choose one)

3A. | New Ways to Reduce FMLA Impact: Integration of Leave with EAP/Work-Life Services
The top reasons for FMLA leave—employee health issue and care for a child, elder or spouse—present work-life issues that can be addressed by an EAP/work-life program. Essentially, an FMLA leave request presents an opportunity to offer the employee support services that will ultimately reduce the need for his or her leave.

In this session, Kymberly Duncan of Premera will show how FMLA leave duration can be reduced by providing employees with the right services at the right time. Using a best-practices approach to both absence management and employee support, Kymberly will demonstrate how Premera integrated programs to increase EAP/work-life referrals by 19 percent while decreasing FMLA leave duration significantly.

**SPEAKERS**
Kymberly Duncan  
Senior Benefits Consultant, Premera
Matt Morris, JD  
Vice President, FMLASource, a ComPsych company

3B. | Leave as an ADA Accommodation: When, Why, & How Much?
Recent EEOC activities and employee lawsuits relating to leave of absence as an ADA accommodation have resulted in multi-million dollar judgments against employers. This session will provide the tools needed to assess current absence policies, understand when and why an employer must provide leave of absence as an ADA accommodation, and analyze how much leave is reasonable.

**SPEAKER**
Marti Cardi, JD  
Chief Compliance Officer, Reed Group

3C. | Navigating Performance Issues Due to Health: A Health Care Response Team Overview
“My employee is gone all the time for some ailment or another! I’m not trying to be an insensitive ogre, but I really need this person to be here and help get this work done!” Sound familiar? Developing a Health Care Response Team (HCRT) is one method that can assist how you address these types of dilemmas.

The purpose of this session is to provide you with information about the Health Care Response Team, a process utilized with employees whose health issues—both long and short term—are impacting both their attendance and/or their work performance. Because it is an interactive process with the employee and the supervisor/manager, we address requirements under ADAAA, FMLA and utilize other resources such as employee assistance plans. This session will also give you tools for tracking the meetings and monitoring the employee’s status.

**SPEAKERS**
Sue Wright  
Director of Risk Management  
Lincoln Public Schools, Lincoln NE
Marla Styles  
Human Resources Specialist and ADA Coordinator, Lincoln Public Schools, Lincoln NE

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**THANK YOU 2013 CONFERENCE SPONSORS!**

DMEC would like to acknowledge the following companies for their support of the 2013 FMLA/ADAAA Employer Compliance Conference.

**SUPPORTING SPONSORS**
Jackson Lewis  
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Behavioral Medical Interventions (BMI)  
Job Accommodation Network (JAN)  
DMEC Oregon/SW Washington Chapter

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MisTakes
you first need to know what the most
To be effective in work interventions,
when they represent a mental health
issues are a problem behavior or
But how do you know when these
absenteeism and productivity issues.
Behavioral health impacts "business
HealTH ProbleM? HoW To
baD beHavior or a MenTal
9:15-10:15am

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Behavioral-Medical Interventions

One Size Does Not Fit All:
AvoIding Common ADAAA Mistakes
You are trained to strictly follow your
company policies so that you can avoid
discrimination lawsuits. But you should
beware that following those “one
size fits all” policies could have you
defending against an ADAAA claim.
Through interactive case studies we
will explore the common mistakes
employers are making with their
ADAAA compliance, particularly around
failure to reasonably accommodate.
Come prepared to discuss your own
experiences with the interactive process
and reasonable accommodations, as
we will compare them to multi-million
dollar mistakes made by companies
large and small, private and public.
Through this session, you will be able
to identify your own high-risk company
policies and take away best-practices
for ADAAA compliance.

Speakers
Alycia Bleeker, Esq
Attorney, The Standard
Sandy Johnson, M.Ed., CRC
Disability and Productivity Consultant,
The Standard

10:15-11:15am

Deciding Whether to Insource or Outsource FMLA/ADAAA:
Current Solutions and Future Innovations
Employers continue to struggle with
the decision to insource or outsource
absence management while ensuring
compliance with FMLA and ADAAA. In
this panel discussion, we will examine
the current absence management
solutions available in the marketplace
from carriers, third-party administrators
and software vendors, and how to
know which solution is right for you.
Three Fortune-ranked companies will
discuss the journey they made after
making this decision and the outcome
for their organizations. This includes
one employer that ultimately selected
insourcing and another that selected
outsourcing. A third employer will
update us on the progress they’ve
made on their decision since the last
time this conference gathered. Finally,
you will hear a preview of future
technology solutions and innovative
answers for integration issues.

Speakers
Nicole Shaffer, MSN, CRNP-BC, COHN-S
Director, Occupational Health & Wellness, Pfizer
Robin Davis, MS, CPDM
Senior Manager, IDM Operations, Benefits Delivery, JCP
Moderator
Kimberly Mashburn-Lee
VP, Strategic Client Solutions, Pacific Resources Benefits Advisors

11:45am-12:00noon

Closing Remarks

Register Today
Three Ways to Save!

1. Register by March 15 for the Early Bird Discount
2. Employer group discounts available! Register at least one other co-worker and save $40 off each registration.
3. Become a DMEC Member and save up to $100 off non-member rates

DMEC Membership Application Form is on page 10. This form is also applicable for membership renewal. Join today and become a part of the only nonprofit national trade association dedicated to the Integrated Absence and Disability Management profession.
2013 Membership Application »

COMPANY NAME

Please write full, official company name. Do not abbreviate.

Total number of persons employed and/or contracted by Member Company

DMEC reserves the right to audit all membership applications to ensure accurate membership classification.

PRIMARY MEMBERSHIP CONTACT FOR COMPANY
(Membership renewals will be sent to this individual)

☐ Dr ☐ Mr ☐ Ms  Designation(s):
Name
Title
Address
City
State    Zip
Phone
Fax
Email

“...I joined DMEC for several reasons. The biggest reason is to connect with colleagues in the industry and to learn what is developing in the world of disability management.”

– C.P., Healthcare industry

PAYMENT INFORMATION

Total Amount Enclosed $
☐ Check ☐ Visa ☐ MasterCard ☐ AMEX
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EMPLOYER MEMBERSHIP

Eligibility» Employer Members manage disability, risk, workers’ compensation, absence, safety, health or wellness functions exclusively for their own employees.

Annual Dues – Unlimited Members
Please check:
☐ Small Employer (under 1,000 employees) $205/yr
☐ Mid-sized Employer (1,001-10,000 employees) $415/yr
☐ Large Employer (over 10,001 employees) $520/yr
☐ International Employer (based outside the US/Canada) $99/yr
☐ Student (proof of enrollment must be provided with application) $20/yr

SUPPLIER MEMBERSHIP

Eligibility» Supplier Members serve employers by providing health, absence, insurance, and productivity related programs, services and strategies.

Annual Dues – Unlimited Members
Please check:
☐ Associate Supplier (under 50 employees/contractors) $315/yr
☐ Corporate Supplier (over 50 employees/contractors) $735/yr
☐ International Supplier (based outside the US/Canada) $210/yr

QUESTIONS? CONTACT DMEC • MEMBERSHIP@DMEC.ORG • 800.789.3632 • WWW.DMEC.ORG
ABOUT YOUR VIP RATE You are eligible to receive the special, discounted conference registration rate below as a benefit of your relationship with Presagia. As such, Early Bird and Regular Rates do not apply as the rates quoted within this VIP registration form are lower than Early Bird published rates for individual registration and/or rates available through the DMEC website. All questions regarding registration rates and/or the Conference should be directed to DMEC at info@dmec.org or (800) 789-3632.

REGISTRATION CONFIRMATION Registered attendees will receive their registration confirmation and conference updates electronically. Please provide a valid email address.

CANCELLATION POLICY A $50 processing fee will be charged for all cancellations received on or before April 5. No refunds after April 10. Substitutions are accepted.

REGISTRATION Provide name, title, and company/organization as you would like it to appear on your badge

FIRST NAME  LAST NAME  TITLE

COMPANY/ORGANIZATION  EMAIL  DAYTIME PHONE

MAILING ADDRESS

CITY/STATE OR PROVINCE  ZIP CODE

ATTENDEE PROFILE Please check the appropriate boxes.

Which best describes your primary responsibility?

☐ Disability / Absence Management
☐ Human Resources / Personnel
☐ Employee Benefits
☐ Risk Management

☐ Legal Services
☐ Workplace Accommodations
☐ Return-To-Work Coordination
☐ Other

Which best describes your role within your company/organization?

☐ President / Owner / Principal
☐ VP / Senior Management / Director
☐ Department / Section Management
☐ Supervisor
☐ Coordinator / Group Leader
☐ Other

Is this your first DMEC National Conference?  YES  NO

Check here if you have any special dietary or accommodation needs.

VIP CONFERENCE REGISTRATION

Full Conference Registration. Includes resource materials, Pre-conference LearnShop, Monday-Wednesday sessions, two breakfasts, one luncheon, Welcome Reception, plus morning and afternoon refreshment breaks.

Monday Morning Pre-Conference LearnShop. Included in your registration fee. See page 4 for details. For planning purposes, pre-registration is required.

Monday Evening Opening Welcome Reception. Included in your registration fee. For planning purposes, please indicate whether you will attend this event.

VIP REGISTRATION RATES

☐ Employer Member/Individual $469
☐ Employer Member/Group Rate $429
☐ Employer Non-Member/Individual $569
☐ Employer Non-Member/Group Rate $529

Yes, I plan to attend!  ☐ No, I do not plan to attend.

Yes, I plan to attend!  ☐ No, I do not plan to attend.

TOTAL CONFERENCE FEE DUE $

CONCURRENT SESSION SELECTIONS

To help with planning, please indicate your preference for afternoon sessions below.

CONCURRENT LEARNSHOP | Tuesday, 1-2:30pm (choose one)

☐ 1A. Navigating the Interplay between FMLA and State Leave Laws
☐ 1B. Privacy and Confidentiality in the Bermuda Triangle of the ADAAA, FMLA and Workers’ Compensation
☐ 1C. Employer InSourcing Models

CONCURRENT LEARNSHOP | Tuesday, 3-4pm (choose one)

☐ 2A. Absence Management Express: Southern California Edison’s RTW & ADA Programs
☐ 2B. Obesity and the ADAAA
☐ 2C. Reasonable Accommodation Strategies in Healthcare and Higher Education

CONCURRENT LEARNSHOP | Tuesday, 4-5pm (choose one)

☐ 3A. New Ways to Reduce FMLA Impact: Integration of Leave with EAP/Work-Life Services
☐ 3B. Leave as an ADA Accommodation: When, Why, & How Much?
☐ 3C. Navigating Performance Issues Due to Health: A Health Care Response Team Overview

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Sneak Preview

- Intermittent Leaves: Managing Difficulties and Curbing Abuse
- How to Initiate and Manage the Interactive Process from Start to Finish
- Focus on FMLA—Strategies to Sharpen Compliance
- Navigating the Interplay Between FMLA and State Leave Laws
- Top Mistakes Employers Make and How to Avoid Them
- See inside for more …

April 15-17, 2013
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