



Alabama Small Business Development Center Network

Strengthening Alabama's Economy, One Small Business at a Time.

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THE NEW ERA OF LEAVE MANAGEMENT

Registration is still underway for UNA's upcoming Human Resources courses offered by Continuing Studies and Outreach. Online registration is available at www.una.edu/continuing-studies (select Human Resources). Please contact our office at 256-765-4862 to register by phone. We accept all major debit and credit cards. Please share this email with others who may be interested.

The New Era of Leave Management: The Ever-Evolving Landscape of Leave Management Under the Family & Medical Leave Act & Its Interaction With Other Laws Affecting Leave

This course will provide an overview of FMLA, as revised by the 2009 Regulations, focusing on issues such as the certification process, determining what qualifies as serious health conditions, and managing intermittent and reduced schedule leaves. The FMLA's interactions with other laws (including the ADA Amendments Act, Title VII, USERRA, GINA, and Alabama worker's compensation laws) will also be discussed. During the last portion of the course, the class will discuss what actions employers should take regarding various factual scenarios in which FMLA and other laws are implicated. This will provide attendees with the practical application needed to manage employee leaves.

Course Number: 11-HR1115

November 15, 2011 * 8:00 am - 4:30 pm

Instructor: Tammy L. Baker

Location: UNA East Campus, 1640 Tune Ave., Florence, AL

Price: \$159; \$129 for SHRM® Members

Fee includes continental breakfast, box lunch & certificate of attendance.

"The SBDC at University of North Alabama is a part of the Alabama SBDC Network. Funded in part through a cooperative agreement with the U.S. Small Business Administration. Reasonable accommodations for persons with disabilities will be made if requested at least two weeks in advance. Contact Phillip Marks, UNA-SBDC, 143 Keller Hall on the UNA Campus, UNA Box 5248, Florence, AL 35632, Phone: 256-765-4668."



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MEET YOUR INSTRUCTOR:

TAMMY L. BAKER is a Partner in the Birmingham, Alabama office of Jackson Lewis LLP. Ms. Baker has experience in all aspects of workplace law, including multi-plaintiff and class action litigation. She regularly advises employers on complex issues, including compliance with the FMLA and other employment laws. Prior to working for Jackson Lewis, Ms. Baker was a managing member at Constangy, Brooks & Smith LLC, where she was office head of the Birmingham office from 2004 to 2007. Following law school, she clerked for United States District Court Chief Judge Sharon Lovelace Blackburn. She is admitted to the Alabama state bar, and is a member of the Eleventh Circuit Court of Appeals 2007 Judicial Conference Planning Committee. Among her professional achievements, Ms. Baker lectures frequently on employment-related topics, including at national conferences sponsored by the Society for Human Resource Management (SHRM) in 2006, 2007, 2009 and 2010. She is also a frequent speaker at state and local SHRM meetings and conferences. In 2010 and 2011 Ms. Baker was honored by Chambers USA as one of America's best lawyers, the Birmingham Business Journal named her as "Best of the Bar", and she was honored as a SuperLawyer in 2010 and 2011. Ms. Baker is currently a member Birmingham SHRM's Senior Leadership Forum. Ms. Baker also co-authored the article "Beware of GINA: Genetic Information Includes Much More Than You Thought, And It Will Probably Affect Your Organization," in the May 2011 issue of HR Alabama. Ms. Baker has represented a wide variety of companies, including nationally known retailers and manufacturing companies; national and regional banking institutions; government defense contractors; universities; and healthcare providers. Ms. Baker obtained her law degree, magna cum laude, from the University of Alabama School of Law, where she was a recipient of the Dean M. Leigh Harrison Award (Top 5%); a member of Order of the Coif; a Hugo L. Black Scholar; and a member of the managing board of the Alabama Law Review. Ms. Baker received her undergraduate degree, magna cum laude, from the University of Alabama at Birmingham.

Non-credit courses are subject to cancellation if there is insufficient enrollment. In the event a course is cancelled, a registrant has the option of applying the fees paid to another course or receiving a complete refund.

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