Rights in the Workplace:
FMLA, ADA, and Workers’ Compensation

Presented by The University of Iowa Labor Center,
in cooperation with the Iowa Federation of Labor, AFL-CIO

Iowa Memorial Union • Iowa City, Iowa
March 9-11, 2011

AGENDA

Wednesday, March 9

8:30 - 9:00 a.m.  Registration

9:00 - 9:15  Welcome and Introductions
            - Jen Sherer, Conference Coordinator, Labor Center

9:15 - 10:30  Workers’ Compensation, ADA, and FMLA: Origins and Overlap
            - Matt Glasson, Labor Center

10:30 - 10:45  Break

10:45 - 12:00 noon  Overview of FMLA Regulations
            - Jen Sherer

12:00 - 1:00 p.m.  Lunch (on your own)

1:00 - 1:30  FMLA Regulations (cont’d.)

1:30 - 2:15  The Department of Labor as an FMLA Resource and Enforcement Option
            - J.R. Schemmel, Compliance Officer, U.S. Dept. of Labor, Wage and Hour Division

2:15 - 2:30  Break

2:30 - 3:00  FMLA for Military Family Leave
            - Jen Sherer

3:00 - 4:30  Handling FMLA Questions, Problems, and Grievances
            - Jen Sherer

4:45 - 7:00 p.m.  Hospitality Room open (Iowa House, Room 217)
Thursday, March 10

8:30 - 10:00 a.m.  Overview of the Americans with Disabilities Act  
- Paul Iversen, Labor Center

10:00 - 10:15  Break

10:15 - 11:15  Achieving Reasonable Accommodations  
- MacDonald Smith, Attorney at Law, Smith & McElwain

11:15 – 12:00 noon  Fighting Disability Discrimination in Iowa Workplaces:  
The Role of the Iowa Civil Rights Commission  
- Tom Good, Training Officer, Iowa Civil Rights Commission

12:00 - 1:00 p.m.  Lunch (on your own)

1:00 - 2:00  Overview of Iowa Workers’ Compensation Law  
- Mac Smith

2:00 - 2:15  Break

2:15 - 3:15  Interaction of FMLA, ADA, and Workers’ Compensation  
with Negotiated Leave, Non-discrimination Language, and  
Other Contract Provisions  
- Matt Glasson

3:15 - 3:45  Update from the Iowa Federation of Labor, AFL-CIO  
- Ken Sagar, President, Iowa Federation of Labor

3:45 - 4:30  Bargaining Beyond the Law:  Improving Contract Language  
on Leave, Disability, or Workers’ Compensation Issues  
- Matt Glasson

4:45 - 7:00 p.m.  Hospitality Room open (Room 217)

Friday, March 11

8:30 - 9:30 a.m.  Workers’ Compensation Benefits, Rate, and Return to  
Work Issues  
- Mac Smith
Friday, March 11 (cont’d.)

9:30 - 10:15 a.m.  Update on the Iowa Workers’ Compensation Commission
                  - Christopher J. Godfrey, Workers’ Compensation Commissioner, Iowa Workforce Development

10:15 - 10:30  Break

10:30 - 12:00 noon  Problem Session: Recognizing Serious Health Conditions, Disabilities, and Workplace Injuries
                    - Matt Glasson and Mac Smith

12:00 - 1:00 p.m.  Lunch (on your own)

1:00 - 2:00  Trends in Employment Law Enforcement and Policy
             - Paul Iversen

2:00 - 2:15  Break

2:30 - 3:45  Problem Session: Helping Members with FMLA, ADA, or Workers’ Compensation Problems
              - Matt Glasson and Mac Smith

3:45 - 4:00 p.m.  Wrap-up and evaluations