

# A REVIEW & UNDERSTANDING OF: Family Medical Leave Act ("FMLA"), New Jersey Family Leave Act ("NJLFA"), Intersection of the FMLA and NJFLA, Americans with Disabilities Act ("ADA")

## For All Municipal and School Officials

**April 24, 2024 - Webinar**

- \*Approved by DCA for CMFOs & CCFOs 2 CEUs - 2 Office Mgt. & Ancillary Subjects
- \*Approved by DCA for CPWM (Public Works Managers) 2 CEUs – 2 Management
- \*Approved by DCA for RMCs 2 CEUs -2 Professional Development
- \*Approved by DCA for CTCs 2 CEUs -2 General/Secondary
- \*Approved by DCA for QPAs 2 CEUs - 2 Office Administration/General Duties
- \*Approved by Rutgers University for RPPO/RPPS 2 CEUs - 2 Management/Supervisory
- \*Approved by NJ State Board of Professional Engineers & Land Surveyors - 2 CPCs
- \*Approved for 2 CPEs for CPAs, RMAs & PAs – 2 Management
- \*Approved by the NJ Supreme Court for 2 CLEs for Attorneys in Employment Law

**10:00am–12:00 pm Webinar Timetable - \$50.00 per person**

The FMLA provides eligible employees of covered employers with job-protected leave for qualifying family and medical reasons and requires continuation of their group health benefits under the same conditions as if they had not taken leave. FMLA leave may be unpaid or used at the same time as employer-provided paid leave. Employees must be restored to the same or virtually identical position when they return to work after FMLA leave.

Under the New Jersey Family Leave Act, a person who works for a state or local government agency, with 30 or more employees worldwide, and who has been employed by the company for at least 1 year and has worked at least 1,000 hours in the past 12 months, can generally can take up to 12 weeks of job-protected leave during any 24-month period.

The New Jersey Law Against Discrimination (LAD) prohibits discrimination and harassment based on actual or perceived race, religion, national origin, gender, sexual orientation, gender identity or expression, disability, and other protected characteristics.

The Americans with Disabilities Act (ADA) prohibits discrimination against people with disabilities in several areas, including employment, transportation, public accommodations, communications and access to state and local government' programs and services.

This webinar would review the following laws:

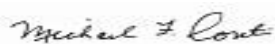
- Family Medical Leave Act ("FMLA")
- New Jersey Family Leave Act ("NJLFA")
- Intersection of the FMLA and NJFLA
- Americans with Disabilities Act ("ADA")
- New Jersey Law Against Discrimination ("NJLAD")

**Presenter: Geoffrey N. Stark, Esquire, Capehart Scatchard**

### **CLAIMANTS CERTIFICATION & DECLARATION**

I do solemnly declare and certify under the penalty of the law that the within bill is correct in all its particulars, the articles have been furnished or services rendered as stated herein, that no bonus has been given or received by any person or persons within knowledge of this claimant in connection with the above claim and that the amount charged is a reasonable one.

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Michael F. Conti, Program Coordinator

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