

Employee Where Art Thou?: Absence Management

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Christine V. Walters, MAS, JD, SPHR, is a human resources consultant and author who speaks regularly at industry events focused on HR legal practices and emerging issues.

Christine has been engaged as an expert witness for the defense, presented at conferences across the country, and testified before U.S. Congressional and state legislative committees and federal administrative agencies. Christine has been interviewed and quoted in a variety of media, including television, radio, and print. In March 2011, her first book, "From Hello to Goodbye: Proactive Tips for Maintaining Positive Employee Relations" was published by the Society for Human Resource Management.

After working nearly 10 years in HR administration, Christine started FiveL Company in 1998 as a part-time practice while working full time at the Johns Hopkins University as program director and interim department chair. She discontinued FiveL Company when she joined the law firm of Saul Ewing LLP in 2000, but she restarted the practice when she ventured out on her own to provide full-time human resources and employment law consulting in September 2002.

Christine served as an adjunct faculty member of the Johns Hopkins University from 1999 until 2006, teaching graduate-, undergraduate-, and certification-level courses.

Christine demonstrates her commitment to supporting and advancing the needs and interests of the business community and the HR profession by currently serving in a number of volunteer leadership roles.

Christine is licensed to practice law in Maryland.

Session Description:

Much has been written about workplace flexibility. It means different things to different people and organizations. For employers, work flex options must comply with the sea of legal requirements, including and not limited to the Americans with Disabilities Act, Family and Medical Leave Act, Fair Labor Standards Act, and more. How does an employer create employment opportunities that meet business demands and the demands of employees who strive to integrate personal and work lives?



Join this interactive program as we review:

- Recap and give updates on ADA trends and hot topics;
- Recap and give updates on FMLA trends and hot topics;
- Discuss the compliance issues to consider in work flex programs; and
- Talk about data, research, and work flex models/options.

Learning Objectives:

- Name the two basic obligations of employers under the ADA;
- Describe the three most common employer FMLA violations;
- Give examples of at least two work flex options; and
- Begin to build your business case for providing more work flex options and get recognized for your effort.

Top Three Session Ideas

Tools or tips you learned from this session and can apply back at the office.



1. _____

2. _____

3. _____