

## **United Benefit Advisors To Host Webinars on Family and Medical Leave Act For Employers**

**INDIANAPOLIS, IN, August 15, 2012**—United Benefit Advisors (UBA), in conjunction with Unum, will hold two free webinars for employers and HR professionals on the Family and Medical Leave Act (FMLA). The first webinar, “Curbing FMLA Abuse: The Top 10 FMLA Mistakes and Best Practices,” will cover the most common mistakes employers make in administering FMLA. UBA will conduct this webinar on Aug. 22, 2012, from 1:30 to 2:30 p.m. EDT. The second webinar, “Notice Under the FMLA – What is Required of Employers and Employees,” will help supervisors and managers at companies with more than 50 employees meet the challenge of implementing FMLA and comply with legal requirements. This webinar will occur on Aug.23 from 1:30 to 2:30 p.m. EDT. To receive the \$149 discount for these webinars presented by Unum, enter the code “FMLA” when registering.

“Practices” is designed to help employers understand and recognize FMLA abuse and provide tools for preventing or curbing FMLA abuse while remaining compliant with the law. It will cover eligibility, required notices, calculating leave entitlement, medical certifications and monitoring leaves.

“Employees” will provide an understanding of the employee's responsibilities, as well as employer obligations, with regard to the notice portion of the FMLA. Eye-opening real-life legal case studies of FMLA lawsuits will be presented to help participants cut through the complexities of FMLA. The webinar will cover employee notification, the compliance process and explain the differences between general notice and rights and responsibilities notice.

The UBA-sponsored courses will be led by Angela A. Ripper, assistant vice president and senior council of the Unum Group. Ms. Ripper helped start the Leave Management Center within the Unum Group and provides HR consulting to human resources managers on decisions ranging from initial hires to disciplinary actions to termination. She earned her Bachelor’s degree from the University of North Carolina and a J.D. from the University of Tennessee College of Law.

“We are bringing these webinars to employers, supervisors, managers and HR professionals to help them overcome the challenges of implementing FMLA while complying with Department of Labor legal requirements,” says Thomas Mangan, CEO of UBA. “FMLA abuse can create liability for employers who are not administering FMLA requests appropriately. UBA is a leader in helping small and mid-size employers navigate key HR issues and administer employee benefits.”



280 East 96<sup>th</sup> Street  
Suite 250  
Indianapolis, IN 46240

T 317.705.1800  
F 317.660.6640  
W [UBAbenefits.com](http://UBAbenefits.com)

These UBA webinars have been approved by the Human Resource Certification Institute to qualify for 1.0 recertification credit hours.

Part of UBA's mission is to help employers improve their health and welfare programs by offering educational resources, world-class insurance solutions, benefits HR consulting services and by providing the most accurate health plan benchmarking data research available.

For more information or to register for the webinars, visit [www.UBAbenefits.com](http://www.UBAbenefits.com). To receive the \$149 discount for these webinars presented by Unum, enter the code "FMLA" when registering.

### **About United Benefit Advisors**

One of the nation's leading independent employee benefits advisory organizations, United Benefit Advisors is a Member-owned alliance of more than 140 premier independent benefit advisory firms with more than 200 offices throughout the U.S., Canada and the U.K. As trusted and knowledgeable advisors, UBA partners collaborate with more than 2,000 professionals to deliver expertise, thought leadership and best-in-class solutions that positively impact employers and make a real difference in the lives of their employees and families. Employers, advisors and industry-related organizations interested in obtaining powerful results from the shared wisdom of our Members should visit UBA online at [www.UBAbenefits.com](http://www.UBAbenefits.com).