



P.O. Box 307  
Grand Central Station  
New York, NY 10017

*The New York Metro Area Chapter invites you to attend...*

## **2009 FMLA Update: New Regulations and Procedures**

Employers were given 60 days to be in compliance with the new FMLA regulations by January 16, 2009. The U.S. Department of Labor issued 750 pages of new FMLA regulations to replace the regulations that were effective since 1995. **Is your organization complying with the new FMLA regulations? Register for this meeting to find out.**

Charlene Libby, National Account Executive for Unum, will present:

- Facts employers need to know about the costs of absence and lost productivity
- The exposure to potential litigation from employees
- How to assess current absence and leave management processes in light of the newly released Federal regulations.

The critical linkages between FMLA and disability management will also be reviewed. This educational session provides a comprehensive strategy for audience members and has a significant return of investment potential.

### **Speaker**

**Charlene Libby**

**AVP, National Account Executive**

**UNUM**

Charlene is a Senior Account Executive responsible for market development, sales and service of National Accounts in New York City. She joined Unum in 1975 and has held leadership positions in the Group Sales, Benefits Center and Marketing organizations.

Charlene is an active member of the Disability management Employers Coalition and has participated in Executive Development Programs at the Wharton School and Penn State. Prior to joining Unum, she attended Husson College.

**Date:** February 18<sup>th</sup>, 2009

**Time:** Registration check-in begins at 8:30 AM

Breakfast/Refreshments will be provided

**Presentation / Q & A from 9:00 AM – 10:00 AM**

### **Meeting Location and Directions:**

UNUM

99 Park Ave, 6<sup>th</sup> Floor (Between 39<sup>th</sup> & 40<sup>th</sup>)

New York, NY

***PHOTO ID and pre-registration is required to enter the building!***



## *Registration Form*

### **2009 FMLA Update**

Please Print

Name \_\_\_\_\_  
Company \_\_\_\_\_  
Address \_\_\_\_\_  
City/State/Zip \_\_\_\_\_  
Telephone (\_\_\_\_) \_\_\_\_\_  
Fax (\_\_\_\_) \_\_\_\_\_  
E-Mail \_\_\_\_\_

\_\_\_\_ Please update my information listed above

\_\_\_\_ Please send me membership information

**Please R.S.V.P. by February 10<sup>th</sup> (5pm)**

NY Metro Area Chapter Meeting Costs:  *Member*–Free  *Non-Member*–\$35 Fee

Payment can be made via Pay Pal by visiting [www.iscebs.org/nymetro](http://www.iscebs.org/nymetro) or by check (see below).  
Confirmations will be emailed (or faxed if an email address is not provided or on file) approx.  
one week before the meeting.

**Tax ID #: 13-3293220**

**Registration/Payment (Check) by Mail:**

New York Metro Area Chapter – ISCEBS  
c/o Silent Secretary  
P.O. Box 381  
Stanhope, NJ 07874

**Registration by Telephone/Fax/E-Mail:**

Telephone/Fax: (973) 448-0022  
E-Mail: [Silent@worldnet.att.net](mailto:Silent@worldnet.att.net)

**For questions please contact:**

Arthur Grutt, CEBS  
The Cambridge Organization  
212-695-7495 x14

*Sponsored by the New York Metropolitan Area Chapter of the International Society of Certified Employee Benefit Specialists (ISCEBS), a nonprofit organization that serves as an educational resource for certified employee benefit specialists and others in the employee benefits community.*