



**Frenemies or BFFs: Can Leave and Collective Bargaining Agreements Coexist?**

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**Workshop Agenda**

- Panel Introductions
- Panel Q & A top challenges facing employers
- Breakout groups
- Wrap up with each group sharing learnings



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**Challenges Facing Employers with Union Workforce – Panel Q and A**

**Best Practices in Administration of PFML, State and Federal Unpaid Leave and ADA**

- Some CBA's will have additional "job protected" time above and beyond what is required under PFML, FMLA & State regulations
- Interplay with multiple entitlements when the CBA is unclear and or offers a more generous leave provision for employees with higher seniority
- CBA benefit continuation requirements while on a leave of absence that may not be supported or allowed in the benefit Summary Plan Description (SPD's)
- CBA requirements for application/usage of Paid Sick Leave (PSL) that violate regulatory provisions
- Forced supplementation of PTO/ETO or EIB while on FMLA or PFML.



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**Challenges Facing Employers with Union workforce – Panel Q and A**

**Best Practices in Administration of PFML, State and Federal Unpaid Leave and ADA**

- How to handle CBA with more "job protection" for work related injuries than non-occ. (ADA concerns)
- CBA may have requirements for work-related restrictions accommodations for occ but no such requirements for non-occ (ADA concerns)
- Typical requests for bargaining PFML, contributions, administration, supplementation practices.



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**Wrap Up**

- Each breakout group will share learnings
- Final Panel comments



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