

Chamber Re-Launches Breakfast Speaker Series

In another effort to continue the growth of the business climate in Henry County, the Chamber will be re-launching the Good Morning Henry County Speaker series. Our first breakfast will be Tuesday May 20th at 730AM at **Henry County Hospital**. The topic will be “The Economy – Trending Toward the Future” with Keynote Speaker Steve Small of **Northwest Capital Financial**. Representatives from our other financial institutions will be invited to be on hand to join in the discussion, as well.

Cost for the Breakfast Speaker on May 20th will be \$8 for Chamber Members and their employees (\$13 for non-Chamber Members) to cover the cost of the Breakfast. The meal will consist of Egg, cheese & potato casserole; sausage; fruit salad; bagels; coffee/hot tea/orange juice.

Breakfast will begin at 730AM, our speaker will begin at 800AM. Our program will be completed by 830AM – you would then have the option of remaining to continue informal discussion with our panel or leaving for work.

Sign up by completing the form enclosed in this newsletter or contact the Chamber office at (419) 592-1786. Deadline to sign up is May 8th at 400PM.

Chamber Donation to Assist HC WWII Veterans

The Board of Directors for the Napoleon/Henry County Chamber voted at their March meeting to donate \$2000 to Honor Flight. Brent Bischoff of the Henry County Veterans Office is working to offer an opportunity for World War II Veterans to visit the World War II Monument in Washington, D.C. in May.

The Chamber Board felt strongly about reaching out and giving some financial help to those who gave so much to the United States and our citizens. In a time when funds and health may

be factors in keeping these great people from viewing the monument to their service, we felt that any help would go a long way for those who deserve so much.

Thanks to our Veterans for allowing us the freedoms we cherish so deeply.

Tips for Detecting FMLA Fraud

In a Daily HR Advisor Tip provided by BLR (www.HR.BLR.com) Beverly Kish, Director of HR at National Flight Services, offered some things to watch for if your company is dealing with FMLA (Family and Medical Leave Act) at your workplace: (FMLA is required for companies with 50 or more eligible employees)

Here are some abuse patterns Kish looks for:

- **Monday/Friday Absences**
- **Annual Timing** – when employees take FMLA the same week every year or always have ‘flare-ups’ between Thanksgiving and New Years, you might be suspicious
- **Unreal Circumstances** – Kish remembered one employee who had a parent in Italy who ‘got sick’ every summer
- **Consistent exhaustion of leave time** – If an employee has exactly 12 weeks of health problems every year, that merits a look
- **Use of FMLA to avoid attendance policies** - Some employees’ FMLA requests are surprisingly timed to save them from violating attendance policies

Kish states in the article that when you spot these patterns the first step is to deeply review the certification. You should look into requesting a second opinion from a neutral physician, or even a third opinion as “a tie breaker”. She also adds you should “require recertification every 30 days if the original certification has run out or if you reasonably suspect fraud.”

The article also included some final tips on FMLA for readers:

- “The 12 months of work employees need to qualify for FMLA leave don’t have to be continuous. For example, a summer intern who worked 3 months for 4 summers would have his/her 12 months.”
- “Carefully consider the status of temps – especially those you later hire. Their temp time may count toward the 12 months and 1250 hours in a year even though, as temps, they weren’t eligible.”

Again, check www.HR.BLR.com for more HR topics and tips. HR issues have been identified as a high interest area for Henry County businesses.