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State Report | January 2016



SOARING TO NEW HEIGHTS

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2016 Convention
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INSURANCE**

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SYSTEMS**
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Benefit of the Month / Ohio Convention & Expo

"Soaring to New Heights" Top-notch education sessions and speakers will present relevant concepts and timely information to boost your business.

"Soaring to New Networks" Convention attendees are known for sharing information about their businesses. There are numerous networking opportunities that allow you to expand your network of contacts, gather new ideas, share your experience and find new partners from around the state.

"Soaring to a New Experience" Be sure to participate in all the events ACCO and PHCC have planned at his year's convention!

"Soaring to New Technology" The highlight of Convention is the Annual Expo. You'll have the opportunity to learn about the latest products, tools, innovative solutions and technologies all in one place.

www.ohioconvention-phccacco.org

HR Question of the Month: Is fitness for duty certification legal after FMLA maternity leave? *By Federated Insurance*

One of your employees went on maternity leave and wants to return to work a few weeks earlier than planned. Is it required or legal to ask her to bring Fitness for Duty Certification? We have the answer [here](#)