
The "New and Improved" ADA: What Every Employer Needs to Know About the Expanded Disabilities Law and Regulations

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EEOC, Flaster Greenberg

The rules have changed under the Americans with Disabilities Act (ADA). This year the U.S. Equal Employment Opportunity Commission (EEOC) has issued new regulations that interpret and apply the ADA Amendments Act, widening the definitions, circumstances and even timeframes for disability claims, and stretching the scope of employer responsibilities.

Under the new guidelines, the focus shifts to accommodation of workers' impairments, rather than proving disability; conditions considered temporary in the past may now qualify as actual or "perceived" disabilities; neutral policies that limit employer leave may now need to be revised; and a limitation on "major life activities" may no longer be the deciding factor in determining ADA coverage. With these and other changes, companies that do not learn and comply with the new rules may find themselves facing a sharp increase in employee lawsuits -- and EEOC enforcement actions.

This seminar, co-presented by the EEOC and Flaster Greenberg, is designed to help HR professionals, executives and in-house counsel understand and comply with the new regulations. The EEOC's Melanie Peterson will provide a summary and insider tips from the EEOC. Michael Homans, a shareholder in Flaster Greenberg's labor and employment group who has litigated dozens of ADA cases and counseled clients through difficult compliance issues, will present helpful pointers and guidelines to deal with the most common challenges under the "new" ADA.

This program offers 1 substantive Pennsylvania and New Jersey CLE credit. Certificates of attendance will be available.

Speakers:

Michael D. Homans, Esq., Shareholder, Flaster Greenberg PC

Melanie M. Peterson, Esq., U.S. Equal Employment Opportunity Commission

Location:

Flaster Greenberg PC
1600 JFK Boulevard, 2nd Floor
Philadelphia, PA 19103

Time:

Registration: 8:30 - 9:00 a.m.

Program: 9:00 - 10:15 a.m.