Why Barnes & Thornburg?

Finding new ways to help clients identify solutions and new business opportunities, across industries, is at our core. We are, at times, more than lawyers, we are advisers bringing new ideas to light. We understand what keeps you up at night and work collaboratively to find practical and creative solutions, at the heart of business.

RELATED PRACTICES

Labor and Employment

DISABILITY, LEAVE AND MEDICAL ISSUES

ON YOUR TEAM

Daily, employers encounter the daunting federal and state laws governing family and medical leave entitlements, requests for reasonable accommodation and employees- medical issues. We can help employers stay abreast of current regulations and create strategies for any litigation that may occur.

The expansion of the Americans with Disabilities Act (ADA) and the ADA Amendments Act, as well the effects of Family and Medical Leave Act (FMLA) amendments, provide additional challenges, as employers are defending more claims for compensatory, punitive and/or liquidated damages. Our attorneys are experienced in helping clients navigate the complex network of statutes and regulations, including:

- The Family and Medical Leave Act (FMLA)

- The Americans with Disabilities Act (ADA), including the new ADA Amendments Act Final Regulations

- The Genetic Information Nondiscrimination Act (GINA)

- Health Insurance Portability and Accountability Act (HIPAA)

- Occupational Safety and Health Act (OSHA)

- State workers- compensation statutes

- Federal and state privacy laws

Our attorneys have extensive experience in counseling clients in proactive measures and litigating claims under these laws. We can:

- Advise clients on workplace medical and return-to-work issues, including the interplay among the various state and federal laws

- Draft policies for leave management and dealing with reasonable accommodation requests
- Conduct supervisory training regarding leave requests, reasonable accommodation requests and other medical issues
- Litigate claims related to these medical issues