

# BRIDGING TROUBLED WATERS

## CONNECTING THE GAP BETWEEN THE ADA AND FMLA LIVE INTERACTIVE WEBINAR

Join us June 27, 2024 from 12:00 PM - 1:30 PM

### Traversing issues under the ADA and FMLA:

- What constitutes a covered employer and when is an employee eligible for coverage under these laws?
  - The coordination of different accommodations and leaves.
  - How to address compliance with both laws when the requirements conflict.
- A disability under the ADA does not parallel a serious health condition under the FMLA. Can an employee have both at the same time?
- How to differentiate between a reasonable accommodation of an impairment and time off due to continuing medical treatment.
- What to do when an employee has exhausted all leave under the FMLA. What do you do if an employee stacks leave?
- Does the ADA require additional leave, and for how long? Don't make the mistakes that other employers have:
  - \$4.5 million awarded to an employee whose FMLA leave for a broken arm led to depression that wasn't accommodated.
  - \$4.85 million paid in settlement by an employer who did not provide additional leave, and had a no-restrictions policy, after FMLA leave.
- Navigating the mental health waters: Depression, Anxiety, ADD/ADHD, Autism, PTSD, and Substance Abuse.
- Addressing developments regarding physical disabilities, including obesity and hearing impairments.

\$199 1st attendee

\$149 each additional attendee from  
the same company

Register online: [www.krukowskilawgroup.com](http://www.krukowskilawgroup.com)

Questions? Email Debby at [dkrukowski@krulawgroup.com](mailto:dkrukowski@krulawgroup.com)



\*SHRM/CLE Credits Pending

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