

Intersection of Workers' Compensation, ADA, and FMLA

Mark S. Barnes, Esq.
Bugbee & Conkle, LLP
405 Madison Avenue, Suite 1900
Toledo, Ohio 43604
(419) 244-6788

1. The Common Thread
2. Purposes of the Laws
3. Workers' Compensation
 - a. Purpose
 - b. Definitions
4. ADA
 - a. Purpose
 - b. Disability
 - c. Major Life Activities
5. FMLA
 - a. Purpose
 - b. Serious Medical Conditions defined
6. Coverage among the Laws
7. Where the laws intersect
 - a. Concurrence of FMLA/Workers' Compensation
 - b. Leaves of Absence
 - c. Terminations
8. Terminations
 - a. At Will v. Union Shops
 - b. Anti-Retaliation Provisions of the law
9. Litigation
 - a. Prevention
 - b. Defense
 - c. Resolution
10. Takeaways