

Breakfast Briefing Series - FMLA and ADA Compliance – Frequently Asked Questions and Compliance Challenges

Event

Amundsen Davis, Webcast

June 18, 2025 | 8:30 AM CT

Join Amundsen Davis for a complimentary webcast series, Breakfast Briefing. This series offers employers the tips, tricks, and guidance needed to thrive in an ever-changing landscape. Our attorneys will cover the hottest topics in labor and employment law, such as FMLA, immigration, benefits, and more. The series takes place every third Wednesday of the month starting at 8:30 AM CT.

FMLA and ADA Compliance – Frequently Asked Questions and Compliance Challenges

Amundsen Davis's Breakfast Briefing series will continue June 18 with a discussion of the top challenges employers face under the FMLA and ADA. Bob Simandl and Ann Barry Hanneman, partners in the firm's Labor, Employment & Immigration Service Group, will bring their extensive experience in this area to address legal and practical compliance obligations for employers. Bob and Ann will address real-world concerns for employers by answering commonly asked questions, including:

1. How important is adhering to the FMLA's permitted notice obligations in taking leave?
2. What options are available to employers in managing the taking of intermittent FMLA leave?
3. What are the limitations on an employer's ability to require paid leave to be used along with FMLA?
4. For chronic condition FMLA use, when does the ADA factor in to assessing the ability of the employee to perform the essential functions of the position?
5. What happens when FMLA is exhausted, and the employee cannot return to work?
6. Does FMLA come in to play for work-related absence situations?
7. What are the limits on getting information from the employee's health care provider to determine if they have a "serious health condition" under the

PROFESSIONALS

Ann Barry Hanneman
Partner

Robert J. Simandl
Partner

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FMLA?

8. What does "reasonable accommodation" really mean in addressing workplace needs or wants for employees with limitations on their ability to work?

If you have questions that you would like considered for the presentation, please submit them here.