

ADA and FMLA Coverage of Stress and Depression

June 29

Live Webinar

June 29

1:00 - 2:00 pm EST

[Overview](#) [Agenda](#) [Credits](#) [Faculty](#) [All-Access Pass](#)

Agenda

COVID-19 Caused Stress and Depression

- How COVID-19 Changed the Way We Work
- Fear and Anxiety About the New Disease Coupled With Adjusting to Home Lockdowns and Avoiding Close Contact – Impact on Employers/Employees
- Promoting/Balancing Employees' Mental Well-Being and Work-From-Home Productivity

Americans with Disabilities Act

- The Americans with Disabilities Act (ADA) – and Mental Disabilities
- What Is a Mental Disability?
- Who Is Protected and When Do ADA Protections Arise? - Application Procedures, Hiring, Firing, Advancement, Compensation, Job Training, etc.
- The Obligation to Provide Reasonable Accommodation
- Interactive Dialogue Requirement
- How Key Terms in the ADA Are Defined and Used
- Mental Impairment
- Major Life Activities
- Behavior Traits That Are Not Covered by the ADA
- Undue Hardship Defenses

Family and Medical Leave Act

- Covered Employer (+50 Employees)
 - Has Worked for the Employer for at Least 12 Months
 - Has at Least 1,250 Hours of Service for the Employer During the 12-Month Period Immediately Preceding the Leave
 - Works at a Location Where the Employer Has at Least 50 Employees Within 75 Miles
- Depression and FMLA Overlap
- Medical Certification
- Reinstatement

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