

SEMINAR

Interactive Process Under the ADA in the Post-Pandemic World

Understand the rights of employees with disabilities seeking accommodations in the evolving landscape of vaccine mandates, medical leave, remote work and workplace redesign

Counsel for employers and employees grapple daily with how to engage in the interactive process under the Americans with Disabilities Act. That process has been complicated by the evolving workplace layered on top of our new COVID-19 environment. Employment lawyers must advise clients about vaccine mandates, medical leave, remote work, and workplace redesign in the context of determining the rights of employees with disabilities seeking accommodations.

Agenda

- What Triggers the Employer's Obligations to Engage in the Interactive Process?
- How Does the Interactive Process Sync with Medical Exemptions from COVID-19 Vaccine Requirements?
- What Accommodations Are Required for COVID-19 Survivors and People Who Are Susceptible to COVID-19?
- What Is Considered an "Accommodation"—and What Isn't—in the Changing Workplace?

Faculty



JANETTE A. EKANEM of Hirsch Roberts Weinstein LLP in Boston represents businesses, nonprofits, human service providers, colleges, universities, and other entities in a variety of employment matters. Her practice involves providing comprehensive counsel on hiring, termination, personnel policies, discrimination, retaliation, pay equity, and wage and hour compliance, as well as conducting investigations, training, and litigation. She earned her J.D. from Northeastern University School of Law, Master of Public Administration from Clark University, and BA in Government and International Relations, magna cum laude, from Clark University. In 2020 and 2021, Ms. Ekanem was selected to Super Lawyers and Rising Stars, and she was recognized in the 2021 and 2022 edition of Best Lawyers in America: Ones to Watch. In 2019, Massachusetts Lawyers Weekly honored her as an "Up & Coming Lawyer," and she received the Distinguished Young Alumni Award from Clark University.



ELLEN J. MESSING is a partner in the Newton firm of Messing, Rudavsky & Weliky, P.C. A cum laude graduate of Harvard University and Boston University School of Law, she concentrates in representing employees in employment litigation, including wrongful termination, discrimination, contract, sexual harassment, and federal and other public employee matters. In 2002, Ms. Messing was recognized by Boston magazine in its "Best of Boston" list of attorneys in employment law. She was also recognized by Massachusetts Super Lawyers in each year from 2004 to 2020, and as one of the "Top 50 Female Massachusetts Super Lawyers" in 2004, 2005, 2009, 2011, and 2012. She was recognized as among the best attorneys in The Chambers USA America's Leading Business Lawyers 2003-2004 Guide, selected for her skill in plaintiff's employment and labor law. She was recognized in the 2014, 2019 and 2020 Chambers USA Guide under "Labor & Employment: Mainly Plaintiffs Representation—Massachusetts" as "one of the deans of the plaintiff practice in Boston."



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Dates & Location

Register at www.mcle.org

LIVE WEBCAST

Thursday, February 3, 2022
2:00 pm–5:00 pm
Program Number: 2220110WBC

REBROADCAST

Friday, February 18, 2022
9:00 am–12:00 noon
Program Number: 2220110RBC

REBROADCAST

Monday, February 28, 2022
2:00 pm–5:00 pm
Program Number: 2220110RB1

ON DEMAND WEBCAST

View after Monday, February 28, 2022
Program Number: 2220110WBA

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