

Table of Contents

Introduction	The Rules of the Road to the Employment Relationship	1
Chapter 1	History of Disability Discrimination Laws	3
	A. Rehabilitation Act of 1973	3
	B. Americans with Disabilities Act and the ADA Amendments Act of 2008.....	4
	C. Illinois Human Rights Act	6
Chapter 2	Title I of the ADA	7
	A. Am I an Employer?	7
	B. Which Employees are Protected Under the ADA?	7
	C. Who is a Disabled Individual?.....	8
	D. Associational Discrimination.....	14
	E. Who is a “Qualified Individual”?	14
Chapter 3	Disability Discrimination under the Illinois Human Rights Act	15
	A. Which Employers are Covered?	15
	B. Other Covered Entities	16
	C. Which Employees are Covered?.....	16
	D. How is the IHRA Enforced?.....	17
	E. Available Remedies Under the IHRA	19
Chapter 4	An Employer’s Duty to Provide a Reasonable Accommodation	21
	A. Essential Functions	21
	B. Duty of Employee	22
	C. Duty of Employer	23
	D. Limits on Duty to Accommodate	25
	E. Types of Accommodation.....	26
	F. Undue Hardship.....	28
	G. Direct Threat Defense	29
Chapter 5	How Do ADA Prohibitions Apply to Various Employment Issues?	31
	A. Hiring	31
	B. Medical Inquiries or Medical Examinations	32
	C. Employer Confidentiality Obligations Regarding Medical Records	33

	D. Terms and Conditions of Employment.....	33
	E. Light Duty Obligations under the ADA.....	34
	F. Leave of Absence Obligations under the ADA.....	35
Chapter 6	Overview of the ADA.....	37
	A. Who Can File a Claim Under the ADA?.....	37
	B. Who Can Be Sued?.....	38
	C. How Are ADA Claims Initiated?.....	39
	D. What Remedies are Available for Violations of the ADA?.....	40
Chapter 7	FMLA Coverage: Employers and Eligible Employees.....	43
	A. Covered Employers.....	43
	B. Special Employer Coverage Issues.....	44
	C. Eligible Employees.....	45
Chapter 8	Reasons that Workers May Take Leave Under the Family and Medical Leave Act.....	49
	A. Qualifying Reasons for Leave.....	49
	B. Familial Definitions Under the FMLA.....	54
	C. Types of Continuing Treatment.....	56
	D. The FMLA and Spouses Employed by the Same Employer.....	59
Chapter 9	Prescriptive Obligations under the FMLA: Notice Requirements.....	61
	A. General Notice Requirements for Employers.....	61
	B. Employee Notice Obligations.....	62
	C. Employer Specific Notice Obligations.....	63
	Appendix A.....	67
Chapter 10	Medical Certifications.....	69
	A. Medical Certification: Obligations of Employers and Employees.....	69
	B. Employer Options Post Certification.....	71
	C. Re-Certification.....	72
	D. Fitness for Duty Certifications.....	73
Chapter 11	Calculating How Much FMLA Leave Employees Can Take.....	75
	A. Intermittent Leave versus Reduced Leave Schedule.....	75
	B. Why Employees Take Intermittent and Reduced Leave.....	75
	C. Calculating the Twelve-Month Period.....	76

	D. Further Considerations on Leave Calculations	77
	E. FMLA and the NDAA	77
Chapter 12	Employee Benefit Continuation While on FMLA Leave	79
	A. Wage and Salary Continuation	79
	B. Substitution of Paid Leave	79
	C. Maintenance of Group Health Benefits.....	80
	D. Employee Entitlement to Other Employer Benefits.....	83
Chapter 13	Employee Job Restoration Rights Under the FMLA	85
	A. Timing of Reinstatement.....	85
	B. Restoration to the Same or an Equivalent Position.....	85
	C. Exceptions to Restoration.....	88
Chapter 14	Protections, Remedies and Enforcement Under the FMLA.....	91
	A. FMLA Protections	91
	B. FMLA Enforcement	93
	C. Arbitration of FMLA Claims	95
	D. FMLA Remedies.....	95
Chapter 15	Overlap Between FMLA Leave and Other Leaves.....	99
	A. Types of Paid Leave and the FMLA	99
	B. The FMLA and Workers' Compensation	100
	C. Designating Paid Leave as FMLA Leave.....	102
Chapter 16	Relationship Between the ADA and FMLA	105
	A. The Overlap of the FMLA and ADA.....	105
	B. Additional Leave as a Reasonable Accommodation	113
	C. Substance Abuse Under the ADA and FMLA	113
Chapter 17	The FMLA and Other Laws	115
	A. The FMLA and the Union Employer.....	115
	B. The FMLA and USERRA.....	115
	C. The FMLA and State Laws.....	116
Chapter 18	Military Leave and the Uniformed Services Employment and Re-employment Rights Act: Introduction and Overview	119
	A. USERRA: A Brief History.....	119
	B. USERRA Basics.....	119

Chapter 19	USERRA Coverage Issues	125
	A. What Employees are Covered.....	125
	B. Which Employers Must Comply?.....	126
Chapter 20	The Uniformed Services Employment and Re-employment Rights Act of 1994 (USERRA) - Notice Requirements	129
	A. Requirements for Departing Employees	129
	B. Requirements for Returning Employees	129
	C. Applying for Re-employment Following Military Leave	131
Chapter 21	Employment Benefits During Leave and Upon Returning From Leave	133
	A. Benefits During Leave	133
	B. Benefits and Return from Leave.....	137
	C. Waiver of Certain Benefits	141
Chapter 22	Re-employment Following USERRA Leave	143
	A. Requirements.....	143
	B. Affirmative Steps Employers Must Take to Help Employees Become Qualified for Re-Employment	146
Chapter 23	USERRA Termination Protection	149
	A. Discharge Must be “For Cause”	149
	B. Discrimination and Retaliation Prohibited.....	149
Chapter 24	Enforcement and Penalties Under USERRA	151
	A. Options for Enforcement.....	151
	B. Investigation and Referral.....	151
	C. Fees and Costs	152
	D. Statute of Limitations.....	152
	E. Jurisdiction and Venue.....	153
	F. Remedies	153
Chapter 25	USERRA and Illinois Law	155
	A. Illinois Service Member Employment and Re-employment Rights Act (ISERRA).....	155
	B. Family Military Leave Act	157
	C. Laws Prohibiting Discrimination Based on Unfavorable Military Discharge.....	158