



#### SEMINARS | COMMUNITY AND NETWORKING

### Michiana SHRM December Luncheon - Working In The Gray Area: Managing Employee Medical Problems

#### DATE

**December 15, 2022  
11 a.m.-1 p.m. (Eastern)**

#### LOCATION

**Gillespie Conference and  
Event Center  
53995 IN-933  
South Bend, IN 46637**

#### SPEAKERS



**Michael Palmer**  
Partner

The pandemic brought a spate of “reasonable accommodation” requests by employees and revealed that many employers struggle with: 1) the Americans with Disabilities Act’s “interactive process”; 2) balancing the different legal obligations under the ADA, the Family Medical Leave Act, the Worker’s Compensation Act and other related laws; 3) implementing policies, procedures and forms needed to manage employee medical issues; and 4) ensuring supervisors understand and avoid the common pitfalls that derail compliance.

These shortcomings often lead to difficult-to-defend claims brought by the U.S. Equal Employment Opportunity Commission and plaintiffs’ counsel. Therefore, now more than ever, employers must ensure their human resource teams and supervisors can lawfully manage employees with medical problems.

Recognizing this, Barnes & Thornburg has partnered with Michiana SHRM to bring you this seminar to explain:

#### RELATED PRACTICE AREAS

Labor and Employment  
Labor Relations

#### RELATED OFFICES



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- The ADA's requirements, including confidentiality, anti-discrimination and "interactive process" obligations
- Related FMLA, workers' compensation and other legal obligations important to managing employee medical issues
- The common mistakes employers make during the interactive process and while balancing other legal obligations
- Tools – such as policies, forms and training – employers should consider to better manage employee medical issues

11 a.m. - Registration and networking

11:30 a.m. - Welcome

Noon-1 p.m. - Presentation

### **Registration fees**

\$25 member

\$30 guest

\$18 board member

Questions? [Email Courtney Brown](#) or call 317-231-7312.