

Summary of Contents

Volume 1

- Chapter 1. Federal and State Medical Benefits Laws
- Chapter 2. Federal and State Disability Compensation Law
- Chapter 3. The Family and Medical Leave Act of 1993
- Chapter 4. State Pregnancy, Parental Leave, and Family and Medical Leave Laws
- Chapter 5. The Americans With Disabilities Act of 1990
- Chapter 6. State Disability Discrimination Laws
- Chapter 7. Interaction of Laws: Medical Benefits, Leaves, and Disability
- Chapter 8. Employee Assistance Programs
- Chapter 9. Policies, Procedures and Forms
- Chapter 10. Family Responsibility and Caregiver Discrimination

Volume 2

APPENDICES A Statutory Materials

- Appendix A1. The Family and Medical Leave Act as amended
- Appendix A2. Americans with Disabilities Act of 1990, as amended with ADA Amendments Act of 2008
- Appendix A3. Mental Health Parity Act of 1996 (42 U.S.C.A. § 300gg-5)
- Appendix A4. Newborns' and Mothers' Health Protection Act of 1996 (29 U.S.C.A. § 1185)

- Appendix A5. American Recovery and Reinvestment Act of 2009—Premium Assistance for COBRA Benefits
- Appendix A6. Emergency Paid Sick Leave Act And The Emergency Family And Medical Leave Expansion Act
- Appendix A7. Pregnant Workers Fairness

APPENDICES B Regulations

- Appendix B1. Regulations Implementing the Family and Medical Leave Act of 1993
- Appendix B2. Comparison of 2008 and 2013 FMLA Regulations
- Appendix B3. Voluntary DOL Regulations for State Agencies to Experiment With Birth and Adoption Unemployment Compensation
- Appendix B4. EEOC Rule on Section 501 of the Rehabilitation Act
- Appendix B5. Effect of the Family and Medical Leave Act on the Operation of Cafeteria Plans
- Appendix B6. Continuation Coverage Requirements Applicable to Group Health Plans
- Appendix B7. Confidentiality of Substance Use Disorder Patient Records
- Appendix B8. Equal Employment Opportunity Commission, 29 CFR Part 1602—Recordkeeping and Reporting Requirements Under Title VII and the ADA
- Appendix B9. Regulations Title 49 CFR 27—Office of the Secretary of Transportation, Nondiscrimination on the Basis of Disability in Programs or Activities Receiving Federal Financial Assistance
- Appendix B10. Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act

SUMMARY OF CONTENTS

- Appendix B11. Interpretive Guidance on Title I of The Americans With Disabilities Act
 - Appendix B12. WH-380-E, Certification of Health Care Provider for Employee’s Serious Health Condition
 - Appendix B13. WH-380-F, Certification of Health Care Provider for Family Member’s Serious Health Condition
 - Appendix B14. WH-381, Notice of Eligibility and Rights & Responsibilities
 - Appendix B15. WH-382, Designation Notice
 - Appendix B16. WH-384, Certification of Qualifying Exigency For Military Family Leave
 - Appendix B17. WH-385V, Certification for Serious Injury or Illness of a Veteran for Military Caregiver Leave
 - Appendix B18. WH-385, Certification for Serious Injury or Illness of a Current Servicemember for Military Family Leave
 - Appendix B19. Definition of Spouse Under the Family and Medical Leave Act
 - Appendix B20. Amendment of ADA Title II and Title III to Implement ADA AAA
 - Appendix B21. Employee Rights Under FMLA
- APPENDICES C EEOC Enforcement Guidances**
- Appendix C1. EEOC Enforcement Guidance: The Americans With Disabilities Act and Psychiatric Disabilities
 - Appendix C2. Interim EEOC Enforcement Guidance: The Application of the Americans With Disabilities Act of 1990 to Disability-Based Distinctions in Employer Provided Health Insurance
 - Appendix C3. EEOC Enforcement Guidance: Reasonable Accommodation and Undue Hardship Under the Americans With Disabilities Act

EMPLOYEE MEDICAL LEAVE

- Appendix C4. EEOC Enforcement Guidance: Disability-Related Inquiries and Medical Examinations of Employees Under the ADA
- Appendix C5. EEOC Enforcement Guidance: Application of the ADA to Contingent Workers Placed by Temporary Agencies and Other Staffing Firms
- Appendix C6. EEOC Enforcement Guidance: Questions and Answers: Commission Decision on Coverage of Contraception
- Appendix C7. EEOC Enforcement Guidance: Questions and Answers: Enforcement Guidance on Remedies Available to Undocumented Workers Under Federal Employment Discrimination Laws
- Appendix C8. EEOC Enforcement Guidance: Enforcement Guidance on Remedies Available to Undocumented Workers Under Federal Employment Discrimination Laws
- Appendix C9. EEOC Enforcement Guidance: Questions and Answers for Small Employers on Employer Liability for Harassment by Supervisors
- Appendix C10. EEOC. Guidance: Pregnancy Discrimination and Related Issues
- Appendix C11. Employer-Provided Leave and the Americans with Disabilities Act
- Appendix C12. Enforcement Guidance: Preemployment Disability-Related Questions and Medical Examinations
- Appendix C13. Visual Disabilities in the Workplace and the ADA

APPENDICES D Other EEOC Materials

- Appendix D1. EEOC Compliance Manual Section 902: Definition of the Term “Disability”
- Appendix D2. FMLA, ADA, Title VII Fact Sheet

SUMMARY OF CONTENTS

- Appendix D3. Small Employers and Reasonable Accommodation
- Appendix D4. EEOC Compliance Manual Section 3: Employee Benefits (Excerpts)
- Appendix D5. Technical Assistance Manual for Title I of the Americans with Disabilities Act (ADA)
- Appendix D6. ADA Technical Assistance Manual Addendum (10/29/02)
- Appendix D7. Pandemic Preparedness in the Workplace and the Americans with Disabilities Act
- Appendix D8. Obtaining and Using Employee Medical Information as Part of Emergency Evacuation Procedures
- Appendix D9. Work At Home/Telework as a Reasonable Accommodation

Appendices

- Appendix E. Instructions for Employment Claims Under the Americans With Disabilities Act
- Appendix F. Employee Guide to FMLA
- Appendix G. U.S. Department of Justice Guidance on the ADA and Opioid Use

Table of Laws and Rules

Table of Cases

Index