



STATE BAR
OF WISCONSIN

P.O. Box 7158, Madison, WI 53707-7158

Recent Developments and Refreshers on Disability Accommodation Law

CREDIT HOURS: 4 CLE credits

IN-PERSON SEMINAR: Tuesday, January 28, 2025 – Madison

LIVE WEBCAST: Tuesday, January 28, 2025

WEBCAST REPLAYS:
Tuesday, February 4, 2025
Wednesday, February 12, 2025
Thursday, February 20, 2025
Friday, February 28, 2025
Saturday, March 8, 2025
Monday, March 10, 2025
Tuesday, March 18, 2025
Wednesday, March 26, 2025
Thursday, April 10, 2025



STATE BAR OF WISCONSIN
PINNACLE

Recent Developments and Refreshers on Disability Accommodation Law

4 CLE

Program dates start January 28.
Register today!

Recent Developments and Refreshers on Disability Accommodation Law



An accommodating update

Wisconsin employers are required to provide reasonable workplace accommodations for employees under laws such as the Americans with Disabilities Act (ADA), the Wisconsin Fair Employment Act (WFEA), and the newly enacted Pregnant Workers Fairness Act (PWFA).

At **Recent Developments and Refreshers on Disability Accommodation Law**, explore the latest interpretations of the ADA and WFEA, focusing on where these laws align and diverge. You'll also learn about new requirements under the PWFA for accommodating employees with conditions related to pregnancy and childbirth.

HOW YOU'LL BENEFIT

- Stay current on recent state court, federal court, and EEOC guidance on reasonable accommodations for disabilities in the workplace
- Compare and contrast reasonable accommodation requirements under the ADA and WFEA
- Clarify requirements for responding to employees seeking accommodations for mental health conditions
- Guide employers through the "interactive process" for employees who have requested accommodations
- Learn how the newly enacted PWFA changes employer obligations for accommodating pregnancy and related conditions

Give effective advice to clients on workplace accommodations with insights from *Recent Developments and Refreshers on Disability Accommodation Law*.

Register now!

SCHEDULE

8:00 AM Registration

8:30 AM Legal Update on Disability Discrimination

- Recent state and federal decisions on disability discrimination
- Federal court decisions addressing the ADA and state court decisions addressing the WFEA that are of primary importance
- Recent action by the EEOC concerning the PWFA
Storm B. Larson

9:20 AM Understanding Key Differences Between State and Federal Law on Disability Discrimination

- Key areas of overlap and divergence in state and federal disability discrimination law
- Overview of how employers' and employees' obligations are similar and different under each law and the risks that are associated with claims that are presented under each law
Storm B. Larson

10:10 AM Break

10:25 AM Navigating the Law While Addressing Employee Mental Health Conditions

- Overview of how mental health conditions might interact with the ADA, the Family and Medical Leave Act (FMLA), and state law
- Working through the interactive process with employees regarding potential accommodations for mental health conditions that constitute disabilities
- Asking legally appropriate questions regarding an employee's mental health conditions
- Common assumptions and well-intentioned mistakes that can be made when organizations work with employees who have mental health conditions
Brian P. Goodman

11:15 AM How the Pregnant Workers Fairness Act Changes the Disability Discrimination Landscape

- How the PWFA affects employers' obligations to accommodate employees
- Who is covered by the PWFA and how should they comply?
- Interplay between the PWFA and existing disability discrimination laws
Nicole Marklein

12:05 PM Program Concludes

Following start time, schedule will vary slightly from above. All times are Central Time Zone.

FACULTY

PROGRAM CHAIR & PRESENTER

Storm B. Larson, Boardman & Clark LLP, Madison

PRESENTERS

Brian P. Goodman, Boardman & Clark LLP, Madison

Nicole Marklein, Cross Jenks Mercer & Maffei LLP, Baraboo

DATES & LOCATION

IN-PERSON SEMINAR — MADISON

Tuesday, January 28, 2025

State Bar Center

5302 Eastpark Blvd., Madison, WI
(608) 257-3838

LIVE WEBCAST

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CREDITS

CREDIT HOURS: 4 CLE credits*

*This program will be submitted to the Wisconsin Board of Bar Examiners for 4 CLE credits. It does not qualify for EPR credit.

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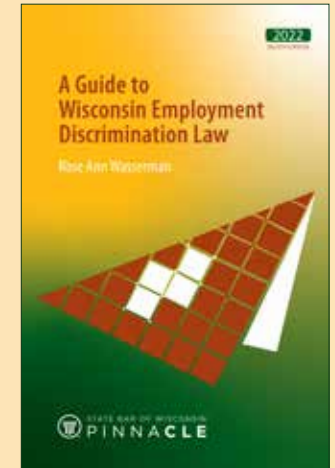
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PRINT BOOK: AK0208 | **BOOKS UNBOUND:** AE0208_SUB

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TUITION

	IN-PERSON	WEBCAST
State Bar Member	\$219	\$249
Nonmember	\$299	\$329
Ultimate Pass Gold/Silver	\$0	\$0
Ultimate Pass Bronze	\$219	\$0
Passbook Certificate	1 Certificate	1 Certificate

REGISTRATION & GENERAL INFO

ONLINE: wisbar.org/seminars

PHONE: (800) 728-7788

MAIL/FAX: Visit wisbar.org/regform
for registration form



PINNACLE PASSBOOK REGISTRATIONS: PINNACLE Passbook certificates must be received by the State Bar at least one business day prior to the event. For in-person seminars, walk-in registrations using Passbook certificates are also welcome.

COURSE MATERIALS: Course materials are provided to seminar attendees in PDF format and are downloadable from *myStateBar* on wisbar.org up to two days prior to and 90 days after your seminar.

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ACCOMMODATIONS: If you need special accommodations, please contact us at (800) 728-7788, ext. 6142 at least three weeks prior to the program date so we can make appropriate arrangements.

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Event Code: CA3755 Priority Code: S4475B

ADDITIONAL LEARNING OPPORTUNITIES

Employment Law Update 2024

Get up to speed on labor and employment law developments with insights from experienced practitioners. Explore recent trends, key decisions, and regulatory changes, including I-9 audits, religious accommodations, and new DOL rules on salary thresholds and contractor classifications.



CREDITS: 7 CLE/1 EPR

WEBCAST REPLAY: DEC. 17, 2024 | DEC. 26, 2024 | JAN. 6, 2025 | JAN. 17, 2025 | JAN. 29, 2025



Wisconsin Employment Law

This comprehensive, Wisconsin-focused guide to private-sector employment law covers topics including worker's compensation, employment agreements, wage and hour issues, and OSHA requirements. It provides keen insights and practical tools for evaluating employment issues, making it an essential resource for Wisconsin attorneys at any experience level.

PRINT BOOK: AK0046 | **BOOKS UNBOUND:** AE0046_SUB

Mental Health Law in Wisconsin

Get practical tools and insights on handling legal matters related to mental health, from guardianships and civil commitments to mental health parity and treatment courts. Written by Wisconsin judges, attorneys, and mental health specialists, this guide provides clarity, sample language, and helpful summaries to help you advocate effectively for clients with mental health concerns.



PRINT BOOK: AK0440E01 | **BOOKS UNBOUND:** AE0440E_SUB

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