

News & Types: News

増田・舟井が、2022年度雇用・労働法セミナーを主催しました。

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Practices: 雇用／労働法／福利厚生

Masuda, Funai, Eifert & Mitchell, Ltd. hosted its annual Employment Seminar on Thursday, September 22, 2022. Approximately 96 executives, professionals and managers attended from corporations, banks, consulting and accounting firms.

Frank Del Barto and Riebana Sachs discussed What You May Have Missed - Updates and Action Items; John Stanis and Alan Kaplan joined Human Resource executives, Katherine McCrorie and Diane Gomoluch, in the panel discussion Tales From The Trenches - Human Resource Professionals Have Their Say; and Nancy Sasamota and Naureen Amjad presented on The ADA and FMLA in the COVID Era.



Americans with Disabilities Act (ADA)

Under the ADA, a disabled employee is one who meets the following criteria:

- Has a physical or mental impairment that substantially limits one or more major life activities
- Has a record of having an impairment
- Is regarded as having an impairment

• EEOC has embraced a "broad" definition of disability

• There is no subjective test of disability

• ADA requires that the employer engage in an individualized assessment of each "disabled" employee





Supreme Court of the United States

Dobbs v. Jackson Women's Health Organization

- Decided June 24, 2022
- The Constitution does not confer a right to abortion.
- Roe v. Wade and Planned Parenthood v. Casey are overruled, and
- The authority to regulate abortion is returned to the people and their elected representatives (States).

"We do not pretend to know how our political system or society will respond to today's decision overruling Roe and Casey. And even if we could foresee what will happen, we would have no authority to let that knowledge influence our decision. We can only do our job, which is to interpret the law, apply long standing principles of stare decisis, and decide the case accordingly."

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