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LABOR, EMPLOYMENT AND
EMPLOYEE BENEFITS
PRACTICE GROUP

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“What keeps you up at night?”

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Employment and
Employee Benefits
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EEOC Issues ADA Guidance in the Wake of the H1N1 Virus

By Christine Kenny

Over the past few weeks, the “swine flu” scare gave employers a wake-up call regarding their preparedness for dealing with a pandemic and the myriad ways in which a pandemic might affect employment policies. The alert has caused employers to consider their contingency planning for such events.

Earlier this week, the EEOC issued specific guidance for compliance with the ADA in dealing with cases of the H1N1 virus. These guidelines specifically address disability-related inquiries and medical examinations, as well as absenteeism policies and infection control in the workplace. The EEOC guidance can be found at http://www.eeoc.gov/facts/h1n1_flu.html.

In addition, Saul Ewing has designated a team of experienced Employment, Labor, Benefits, Health Care, and Higher Education attorneys who can assist in contingency planning and corporate responses to pandemic and other catastrophic events. For more information, contact:

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