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Generation Accommodation: ADA Compliance for Baby Boomers, Generation Xers and Millennials

Webinar

June 22, 2017
12:00 - 1:00 p.m.

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Presenter

Tom O'Day, Attorney, Godfrey & Kahn, S.C.



Four generations fill today's workforce. Each generation has its own perspectives and perceptions regarding disability. This session will focus on how each generation's perspectives and perceptions of disability affect those with accommodations. The ADA, Wisconsin Fair Employment Act and EEOC Enforcement Guidance will be covered as well as emerging accommodations with issues such as depression, anxiety and Alzheimer's.

Objective

Understand current federal and state law related to accommodations in the workplace, including the differences in application of state versus federal law, with an emphasis on the practical effect of how appeals courts are interpreting the expansion of disability and accommodation requirements from the Americans with Disabilities Act Amendments Act.

Speaker Bio

Tom O'Day is a member of the Labor & Employment and Health Care Practice Groups in the Madison Office. Tom's practice focuses on advising and representing employers in every aspect of labor and employment law, with a particular emphasis in employment law in health care settings.

Tom provides counseling to employers on the full range of human resource and employment law challenges confronted by employers, including the hiring and firing of employees, drafting and enforcing restrictive covenant agreements, litigating federal and state discrimination and wage claims, and drafting employment and severance agreements.

Tom also has experience working with nuanced employment and regulatory issues that are unique to the health care industry, including misconduct reporting obligations under state and federal law, peer review matters, fair hearings under the Health Care Quality Improvement Act and issues related to contracting with employed or independent physicians and other practitioners. Tom has been involved in litigation over non-compete agreements with physicians and often helps employers update their non-compete provisions to comply with the most recent applicable case law. Tom also trains supervisors and employees on human resource topics such as

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unlawful harassment, internal investigations, reporting obligations and discipline, including discipline specific to the health care industry.

Tom's experience involves cases before the Wisconsin Equal Rights Division, Equal Employment Opportunity Commission, United States Department of Labor, National Labor Relations Board, state courts and federal courts. Tom is a Vice Chair with the American Health Lawyers Association Labor & Employment Practice Group, and is a Director of the Wisconsin Bar Association Labor & Employment Law Section Board. Tom regularly hosts Healthcare Labor & Employment Roundtables to highlight issues of importance in healthcare.

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