



Employment and Labor Midyear Review

AUGUST 22, 2022

Moderated by
Travis R. Kearbey

Always exceed expectations through teamwork and excellent client service.

Introducing Our Panelists



Jeanne Goldberg

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Ellen LoPresti

Chief People Officer,
Agius Pharmaceuticals, Inc.



Jenna Hoeler

Senior Corporate Counsel,
MilliporeSigma



Martha Zackin

Partner, Armstrong Teasdale

Continued Prevalence of WFH Requests

- **ADA – Health Conditions**
- **Caregiver Issues**
- **Ongoing Vaccination Requirements**
- **Labor Market Demands**

Analyzing WFH Requests and Alternatives

■ Testing Issues

- *State of the Law – EEOC and CDC Guidance*
- *Business Necessity Issues under the ADA*

■ Dealing with the “Precedent” of the Pandemic Work Model

- Consider whether a task that was dormant during the pandemic still an “essential function” in a post-COVID-19 workplace
- Consider whether the maintenance of hybrid and flexible work arrangements after the lockdowns ended impacts the ADA analysis



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