

To: Clients & Friends  
From: Smith & Downey  
Date: January 9, 2008  
Re: ADA and FMLA Compliance Efforts

The first month of 2009 has presented employers with two significant employment law developments. First, the ADA Amendments Act ("ADAAA") went into effect on January 1, 2009. This new law expands dramatically the scope of the Americans with Disabilities Act, and requires employers to act with increased vigilance with respect to their ADA compliance efforts. At a minimum, employers who have not already done so should revise their employee handbooks to memorialize their commitment to the ADAAA, as well as train their supervisors regarding employers' obligations under this new law.

Equally significant are the Department of Labor's new Family and Medical Leave Act regulations, which will go into effect on January 16, 2009. Employers must revise their existing FMLA policies to comply with the new regulations and, as with the ADAAA, should provide training to their supervisors with respect to the scope of these new regulations.

Please contact Doug Desmarais at 410-321-9348 or [ddesmarais@smithdowney.com](mailto:ddesmarais@smithdowney.com) if we can be of any assistance with respect to your ADAAA and/or FMLA compliance efforts.