



Employment Law Considerations for Health Care Transactions

**Linda C.
Schoonmaker**

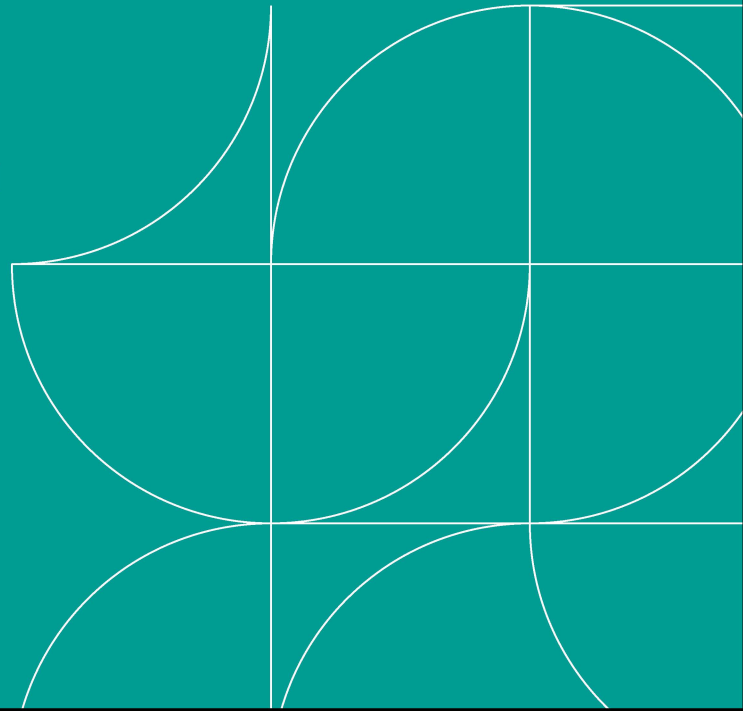
Seyfarth Shaw LLP Houston
lschoonmaker@seyfarth.com

**Marissa
Marquez**

Houston Methodist Hospital
mmarquez2@houstonmethodist.org

Seyfarth Shaw LLP

Seyfarth refers to Seyfarth Shaw LLP (an Illinois limited liability partnership).
©2024 Seyfarth Shaw LLP. All rights reserved.



1

Speakers



Linda C. Schoonmaker
Partner
Seyfarth Shaw LLP



Marissa Marquez
Labor & Employment Legal Counsel
Houston Methodist Hospital

Co-author: Bernard Miller, Associate, Seyfarth Shaw LLP

2

Agenda

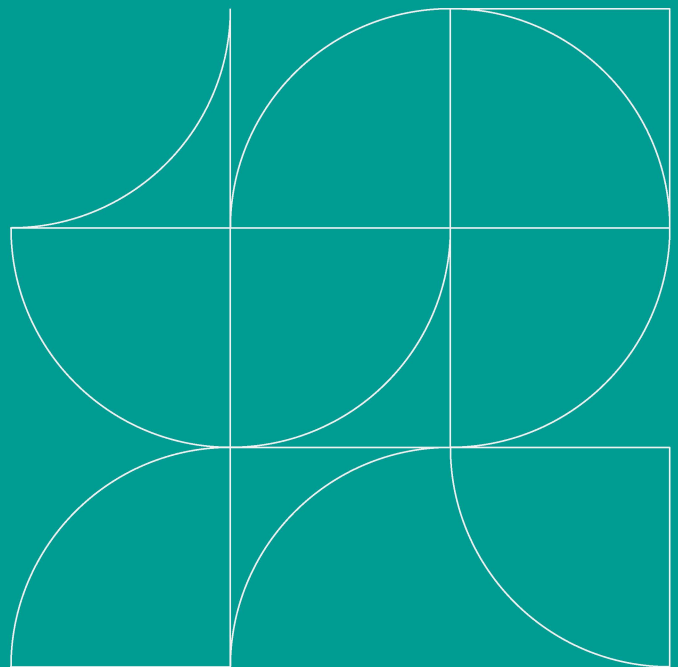
1. The Basics

- a) Major Federal Employment Laws
- b) Forms of Harassment
- c) Retaliation
- d) Corporate Liability
- e) Wage and Hour Laws

2. The Details

- a) The EEOC Process
- b) The Dept. of Labor Process
- c) Employment Contract Reviews
- d) Policy and Training Reviews

Major Federal Employment Laws



Major Federal Employment Laws

- Title VII
 - Prohibits discrimination or harassment based on race, color, religion, sex, and national origin
 - Requires "reasonable accommodation" for religion
- Pregnant Workers Fairness Act
 - Requires covered employers to provide reasonable accommodations to a worker's known limitations related to pregnancy, childbirth, or related medical conditions.
 - Employer has an undue hardship defense.

Major Federal Employment Laws (cont'd)

- Americans With Disabilities Act (ADA)
 - Prohibits discrimination or harassment against a qualified individual with a disability
 - Whether someone is qualified can depend on what the job description contains with regard to education, experience and essential job functions
 - Key issue is the definition of "disability"
 - Covers four categories of individuals:
 - those with a disability
 - those with a record of a disability
 - those who are perceived to have a disability
 - those associated with someone with a disability
 - Requires "reasonable accommodation"
 - Must have an interactive process
 - Arrive at the accommodation that works

Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the [UT Law CLE eLibrary \(utcle.org/elibrary\)](http://utcle.org/elibrary)

Title search: Employment Law Considerations for Health Care Transactions

First appeared as part of the conference materials for the
35th Annual Health Law Conference session

"Employment Law Considerations for Health Care Transactions"