Americans with Disabilities Act (ADA)
Family Medical Leave
Workers' Compensation (WC)
CHART

Injured or Ill Individual

ADA * Applicant or Employee	**FML** * Employee or Family Member	**WC** * Employee
Disability Substantially impairs major life activity	***Serious Health Condition*** Ill 3 days w/ doctors treatment, Hospitalization, or Chronic conditions	***Injury or illness*** * Caused by work or industrial factors
Leave or intermittent schedule part of reasonable accommodation	Leave or intermittent schedule	Time off or reduced schedule (light duty)
Interactive Process	Designate as FML in writing	Forward paperwork to WC Claims Office
Limited by employer's undue hardship	Limited to 12 weeks during 12 month period	See state statute for limitations
If disability is work related consider WC rights	Once exhausted, consider whether employee has an ADA disability	Once employee is released for work, consider whether FML or ADA are implicated.