

EEOC Proposed Regulations: What employers need to know

Abstract

The Equal Employment Opportunity Commission (EEOC) recently issued a proposed rule that would amend the regulations and interpretive guidance implementing Title I of the Americans with Disabilities Act (ADA) as they relate to employer wellness programs. This highly anticipated preliminary rule amends the ADA regulations to provide guidance on the extent to which employers may use incentives to encourage employees to participate in wellness programs that include disability-related inquiries and/or medical examinations. Join HERO for this members-only webinar and hear from two industry experts their views on what the proposed rule will mean for employers.

About our Speakers



Jim Pshock

Founder, CEO and President, Bravo Wellness

Jim Pshock founded Bravo Wellness in 2008 and serves as its Chief Executive Officer and President. As a visionary with a deep understanding of wellness regulations, he has developed and executed an innovative business concept to address an underserved niche market. Jim is a passionate and energetic entrepreneurial leader with over 26 years of experience in employee health and benefits. He demonstrates diverse industry and functional expertise with a tenacious commitment to providing exceptional service, and value that leads to growing market-share.

Jim frequently presents to regional and national audiences, including C-suite gatherings, industry professionals, and associations. In addition, he has authored and contributed to national press publications. Jim serves on the national committee of HERO, an advocacy group dedicated to researching and sharing the best practices in the field of employee health management. He also received the Northeast Ohio Ernst & Young Entrepreneur of the Year® Award in 2011.



Tami Simon

Managing Director, Career Practice and Knowledge Resource Center, Buck Consultants

Tami Simon is the Managing Director of both the Career Practice and Knowledge Resource Center for Buck Consultants. She is a nationally recognized employee benefits expert and serves as a resource on compliance issues affecting employers' health and welfare benefits. Tami is an accomplished public speaker and has testified before the US Congress and Federal Government agencies. She has served as a faculty member for numerous programs, including those of the Harvard Business School and American Law Institute. Tami has authored numerous articles in nationally recognized industry publications such as the Benefits Law Journal, Employee Relations Law Journal and Employee Benefits Journal. She has also been quoted as a subject matter expert by leading news outlets including the Wall Street Journal, Bloomberg BNA, Business Week, and US News and World Report.

Tami is a member of the American Bar Association and the Illinois Bar. Before joining Buck Consultants, Tami worked for Mercer, the law firm of McDermott, Will & Emery, Hewitt Associates and the Illinois Attorney General's Office; she also served as a judicial intern for the Iowa District Court. Tami received her bachelor's degree from the University of Illinois at Urbana/Champaign and her law degree, with distinction, from the University of Iowa College of Law.