

# Won Summary Judgment in an ADA and FMLA Case Where an Employee Claimed His Employer Discriminated Against Him on Account of Disabilities After He Was Terminated for Excessive Absenteeism

In 2021, Jennifer won summary judgment for a client in an ADA and FMLA case in the Northern District Court of Illinois where an employee, with chronic absenteeism, claimed that his employer, a safety equipment manufacturer, violated the ADA and FMLA by discriminating and retaliating against him on account of his alleged disabilities and medical leaves. The court granted summary judgment to Jennifer's client despite "suspicious timing," alleged record of disabilities and employee's request for FMLA paperwork due to extended record of absenteeism, where many absences had nothing to do with his alleged disability.

## PROFESSIONALS

Jennifer A. Murphy  
Partner

## RELATED SERVICES

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