

Ebola in the Workplace: Safety vs. Employee Rights

News

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Keith Pyburn was quoted in the *New Orleans City Business* on October 22, 2014. The article “Ebola in the Workplace: Safety vs. Employee Rights” addressed newly raised questions regarding how employers should respond in the workplace.

Keith was quoted on employees rights covered under the Americans with Disabilities Act.

The ADA protects employees from having employers retaliate against them based on their medical histories. The ADA does not provide a specific exemption for Ebola or any other contagious disease, Keith said.

However, there is an exception when employers see a business necessity to make those inquiries.

“In this case, employers have the right to ask about their employees’ travel plans especially to areas that have been badly affected,” Keith said.

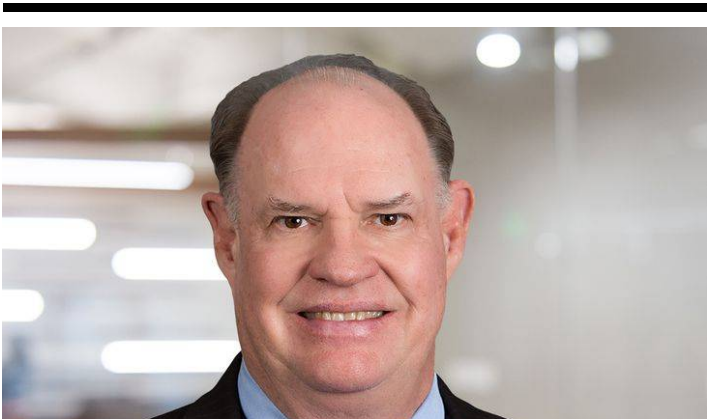
“Employers should educate themselves about the true risks and actual concerns,” Keith said.

“Establishing a protocol for how to deal with an incident and communicating it to employees is key.”

To read the full article, please visit [New Orleans City Business](#).

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Keith M. Pyburn, Jr.
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