

## Changes to Disabilities Act Protects More Workers

News

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Pavneet Uppal, the managing partner of the Phoenix office, was quoted in the April 15 *Phoenix Business Journal* article "Changes to Disabilities Act Protects More Workers." Expanded provisions in the Americans with Disabilities Act are in effect and could protect more workers from disability discrimination. The rules could create some legal headaches for employers. Pavneet said: "The new law has the effect of bringing a large number of people under the protection of the ADA, whose medical or physical conditions did not previously rise to the level of a disability." He added that employers can expect less-friendly court rulings on ADA-related cases, even from previously pro-employer judges. As a result, more ADA cases "will be green-lighted for trial."

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