



## Casey Kurtz

Shareholder  
Co-Chair, Leaves of Absence and Disability  
Accommodation Practice Group

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## Focus Areas

Leaves of Absence and Disability Accommodation  
Discrimination and Harassment  
Labor Management Relations  
Training - Compliance, Ethics, Leadership  
Policies, Procedures and Handbooks

## Overview

Casey Kurtz represents management clients in a wide range of labor and employment matters arising under both federal and state laws. His litigation experience includes appearing in court and before the Equal Employment Opportunity Commission and the Pennsylvania Human Relations Commission to defend claims alleging:

- Wrongful discharge
- Discrimination
- Failure to provide reasonable accommodations
- Interference or retaliation under the Family Medical Leave Act
- Harassment
- Defamation
- Unfair competition

In his traditional labor law practice, Casey represents companies in arbitrations, collective bargaining negotiations, union organizational campaigns and in various proceedings before the National Labor Relations Board.

As co-chair of Littler's Leaves of Absence and Disability Accommodation Practice Group, Casey has extensive experience assisting clients with the design and administration of leave of absence and accommodation policies and procedures; counseling employers regarding day-to-day leave and accommodation issues; training management and HR staff in these areas; and defending claims under the Family and Medical Leave Act, Americans with Disabilities Act and related state laws. He also counsels clients regarding other personnel matters, litigation avoidance and compliance with various federal and state laws, including:

- Title VII
- The Fair Labor Standards Act
- The Age Discrimination in Employment Act
- The Worker Adjustment and Retraining Notification Act
- The National Labor Relations Act
- The Pennsylvania Human Relations Act

He conducts in-house training sessions to help employers avoid employment-related liability. Casey most often works with clients in the following industries: retail, healthcare, higher education, manufacturing and transportation.

Casey is a frequent speaker on various labor and employment law topics before human resources professionals and other business groups. In law school, he was a managing editor of the *University of Pittsburgh Law Review*.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, Pennsylvania Bar Association
- Member, Labor and Employment Law Section, Allegheny County Bar Association
- Member, Board of Directors, Executive Committee, Heartwood Institute, 2004-2014

## Recognition

- Named, Rising Star in Employment Litigation, Pennsylvania, *Super Lawyers*, 2010 and 2011
- Order of the Coif
- Recipient, Dean's Scholarship, *University of Pittsburgh School of Law*, 1996-1999

## Education

J.D., University of Pittsburgh School of Law, 1999, *magna cum laude*

B.A., Pennsylvania State University, 1993, *With Honors*

## Bar Admissions

Pennsylvania

## Courts

U.S. Court of Appeals, 3rd Circuit  
U.S. Court of Appeals, D.C. Circuit  
Pennsylvania Supreme Court  
U.S. District Court, Western District of Pennsylvania  
U.S. District Court, Northern District of Florida

## Publications & Press

### **When Must Employers Provide Leave Under the ADA?**

*SHRM Online*  
July 24, 2020

### **DOL Issues Three Opinion Letters Regarding Employer Designation of FMLA Leave, Bonuses to Employee Volunteers, and Compensation of Residential Janitors**

*Littler Insight*  
March 18, 2019

### **DOL Says Companies Cannot Delay Placing Workers on FMLA Leave**

*Reuters Legal*  
March 14, 2019

### **How to Calculate the FMLA's 12-Month Period**

*SHRM Online*  
July 6, 2018

### **Consider State Laws When Measuring FMLA Eligibility**

*SHRM Online*  
July 6, 2018

### **Paid Leave Trend Continues to Affect HR**

*XpertHR*  
February 27, 2018

### **Dear Littler: Is an Extended Leave of Absence a Reasonable Accommodation Required by the ADA?**

*Dear Littler*  
January 24, 2018

### **ADA At 25: Accommodations Issues Dominating Suits**

*Law360*  
July 24, 2015

**ADA Continues To Make An Impact On Employers And Workers**

*Bloomberg BNA*

July 21, 2015

**DOL Issues Updated FMLA Notices and Forms Addressing GINA "Safe Harbor" Language Requirements**

*Little Insight*

June 16, 2015

**Right to FMLA Reinstatement Is Not Absolute**

*Society for Human Resource Management (SHRM)*

August 27, 2013

**Employers brace for in-person investigations over FMLA**

*Detroit Legal News*

June 3, 2013

**Family and Medical Leave Act Update – Key Takeaways from the New Regulations**

*Legal Insights*

June 2013

**Employers Should Brace For More FMLA Leave Requests**

*Law360.com*

February 11, 2013

**DOL Releases New Regulations Expanding Leave Entitlement for Military Caregivers and Flight Crew Members**

*Little Insight*

February 8, 2013

**DOL Issues Rules for Military FMLA, Eases Ability to Revise Forms**

*Society for Human Resource Management (SHRM)*

February 5, 2013

## Speaking Engagements

**Leaves of Absence Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Client Webinar

April 20, 2022

**COVID-19's Litigation Aftermath: Preparing for the Coming Wave of Legal Claims**

September 17, 2020

**Happy (Paper) Trails: Creating Effective FMLA and ADA Policies, Templates and Practices that Won't Go Off the (Legal) Rails**

Pittsburgh, PA

September 26, 2019

**Advanced ADA: The Interactive Process and "Hidden" Disabilities**

Pittsburgh, PA

May 25, 2017

**Moving Through the Fog: Handling Complex Issues in Workplace Accommodations Involving "Invisible" Disabilities, Gender Identity and Religious Preferences**

May 12, 2017

**The FMLA Today: Tackling New and Persistent Leave Issues**

May 11, 2017

**Leave Issues for 2015 and Beyond: Avoiding 15 Common FMLA Pitfalls and Preparing for Pittsburgh's Paid Sick Leave Ordinance**

Pittsburgh, PA

September 22, 2015

**15 Employer FMLA Missteps and How to Fix Them**

September 22, 2015

**Leave Me Alone – Handling FMLA Intermittent Leave Abuse and Post-FMLA Accommodations**

Littler Mendelson, Pittsburgh, PA

October 7, 2014

**A Year of FMLA and ADA Developments: Keeping Your Company Out of the Headlines**

Pittsburgh, PA

September 23, 2014

**No More Half Measures: Getting Serious About Controlling FMLA Abuse**

Littler Mendelson, Phoenix, AZ

May 8, 2014

**The New FMLA Regulations – What You Need to Know Now**

May 16, 2013

**Strategies for Managing Employee Leaves and Medical Issues Amid Conflicting Concerns**

Littler Mendelson, Scottsdale, AZ

May 9, 2013

**Troubleshooting the FMLA Abuser**

Westmoreland Human Resources Association

April 3, 2013

**Troubleshooting the FMLA Abuser**

Butler Human Resources Association

February 12, 2013

**FMLA Strategy Session – How Retailers Can Curb Intermittent and Reduced Schedule Leave Abuse**

November 1, 2012

**FMLA Takes Center Stage**

XpertHR Podcast

May 29, 2012

**The ADA in Real Life**

Littler Mendelson, Scottsdale, AZ

May 11, 2012

**The Retail Industry Summit**

Littler, Scottsdale, AZ

May 9, 2012

**FMLA: Troubleshooting the FMLA Abuser**

HR 101 Workshop - Pittsburgh Human Relations Association

February 27, 2012