

Casey Kurtz

Shareholder

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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, The Best Lawyers in America®, 2024-2025
- 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

Littler 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

Littler 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

New PWFA Accommodation Challenges

Pittsburgh, PA

June 12, 2024

What to Expect When Employees Are Expecting - New PWFA Accommodation Challenges

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

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