



Insight

Conflicting Law: Affordable Care Act and the Americans with Disabilities Act

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Employee wellness programs are an integral part of the health insurance industry today. Because the Affordable Care Act (ACA) requires that most employers provide health insurance for their employees, those employers have a financial interest in ensuring that their employees stay healthy. Employee wellness programs are one way for employers to meet that goal. What should be an easy case of employers paying to keep their employees healthy long-term has turned into a fierce legal battle over the rights of employees with disabilities.