



## **Paid Sick Leave: Newest Wrinkle In Coordinating Leave**

News

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Danielle Moore was quoted in the August 25, 2014 article "Paid Sick Leave: Newest Wrinkle in Coordinating Leave" featured on *SHRM Online*.

Paid sick leave ordinances are a growing trend in one state and nine cities. California is considering legislation (AB 1522) that would require paid leave as well. This means paid sick leave would have to be considered in conjunction with the FMLA, ADA and four state laws: workers' compensation laws, pregnancy disability leave (PDL), the Fair Employment and Housing Act (FEHA), and the California Family Rights Act (CFRA).

"Even for savvy HR people it can already be extremely difficult" to piece the unpaid leaves together, said Danielle, particularly when an employee is pregnant and suffers a pregnancy-related disability before and after giving birth.

"It gets very complicated tracking when leaves start and stop," she added.

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**Danielle H. Moore**  
Partner

858.597.9600

Email