

## Capabilities

# EMPLOYEE LEAVES AND ACCOMMODATIONS

**Managing employee leaves means navigating a maze of overlapping federal, state, and local laws – each with serious compliance risks. Our attorneys guide you through every step, helping you balance operational needs with employee rights under the FMLA, ADA, USERRA, and countless paid leave laws.**

### *How we can help:*

- Policy Development
- Day-to-Day Consultation
- Defending Legal Actions

Complying with the many federal, state, and local leave laws that impact your workplace can leave you frazzled. There are some bright line rules that can't be violated without serious consequences. You should have attorneys helping you every step of the way.

Fisher Phillips is well-versed on the wide spectrum of federal, state, and local leave laws that confront employers on a daily basis. From the Family and Medical Leave Act (FMLA) to the Americans with Disabilities Act (ADA), the Uniformed Services Employment and Reemployment Rights Act (USERRA) to the multitude of paid sick leave laws sprouting up across the country, we have a handle on each and every law and regulation affecting your employees' leave rights.

## **POLICY DEVELOPMENT**

Cookie-cutter leave policies and template handbooks are no solution to the many challenges you face in implementing compliant leave programs. You need a system

that is individually tailored to your organization, ensuring that you offer the necessary employee benefits while maximizing your rights under each law. We can help draft and implement policies that capture the latest legal developments and address the real-life situations you encounter with your workforce.

## **DAY-TO-DAY CONSULTATION**

Getting the right policies up and running is just half the battle. We regularly advise employers on employee leave issues arising under the various statutes and regulations, including compliance with the various notice, posting, and record-keeping requirements associated with the laws. We can also help you administer your leave program while offering aid in evaluating and processing leave requests, providing practical solutions to your most common problems (including intermittent leave requests, reasonable accommodations, and the intersection of leave laws and workers' compensation obligations).

## **DEFENSE OF LEGAL ACTIONS**

If your leave law actions are challenged in court or by a government agency, we regularly defend charges of discrimination, harassment, denial of leave, and leave interference in state and federal courts, as well as before numerous administrative agencies.

## **KEY CONTACTS**



**Myra K. Creighton**

Partner

**Atlanta 404.240.4285**



**Megan C. Winter**

Regional Managing Partner

San Diego 858.597.9622

## INSIGHTS

**Insights**

**Feb 25, 2026**

NYC Employers on Alert: 7 Actions to Take Now as Protected Time Off Enforcement Ramps Up

**Insights**

**Feb 5, 2026**

The Expanded New York Healthy Terminals Act Is Here: What Employers Must Know About the New Rules and Latest Guidance

**Insights**

**Feb 4, 2026**

Resort Employee Can Proceed with Disability Suit Over Service Dog in Housing: What Hospitality Employers Should Know

**Insights**

**Feb 3, 2026**

A Colorado Employer's Review of New and Proposed Legislation For 2026

Employer Checklist for February 2026

FP Super Bowl Predictions! (And 4 Tips for Employers Ahead of the Big Game)