



Employee Leaves and Accommodations

Overview

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.

Insights

EVENT

06/28/24

2024 Employment Law Conference

Alden J. Parker, Todd B. Scherwin, Christopher Alvarez, Usama Kahf, Hannah Sweiss

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INSIGHTS

04/16/24

Finalized Pregnancy Rule Requires Employers to Accommodate Abortion and More: 8 Things Employers Need to Know

Jessica D. Causgrove, Emily N. Litzinger, Deniz Uzel Reilly, Melanie L. Webber

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INSIGHTS

04/16/24

New Jersey Schools Need to Reexamine Policies Barring Paid Work During Parental Leave After Game-Changing Administrative Finding

Amy Canning

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04/09/24

CA Hospitality Webinar Series: How Long Can My Front of House and Back of House Employees Be Out On Leave? (Part 1): The Tapestry of California's Leave Laws

Alden J. Parker, Tyler Woods

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EVENT

04/04/24

All About CA Accommodations in 2024 Part Two: Your Questions, Our Answers!

James C. Fessenden

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04/04/24

Navigating OFLA, FMLA, the ADA, and Paid Leave Oregon

Clarence M. Belnavis, Stephan Kendall

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INSIGHTS

04/01/24

Workplace Law Update: 10 Essential Items on Your April To-Do List

Sheila M. Abron, Nazanin Afshar, Steven M. Bernstein, Amanda M. Blair, Kathleen McLeod Caminiti, Michael D. Carrouth, Robert C. Christenson, J. Micah Dickie, Benjamin M. Ebbink, Usama Kahf, Stephan Kendall, Todd B. Logsdon, Kile E. Marks, Joshua D. Nadreau, Raymond W. Perez, John M. Polson, Robin Repass, Jennifer B. Sandberg, Andrew J. Sommer, J. Hagood Tighe, Travis Vance, David J. Walton, Alexander A. Wheatley, Annie Ziesing

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INSIGHTS

03/22/24

Governor Signs Sweeping Changes to Untangle Oregon's Jumbled Leave Laws: Key Takeaways and a 5-Step Action Plan for Employers

Stephan Kendall, Alexander A. Wheatley

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INSIGHTS

03/21/24

Should Your Company Give Employees the Right to Disconnect? Pros and Cons of Do-Not-Disturb Policies

Risa B. Boerner, Nazanin Afshar

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INSIGHTS

03/20/24

What California Employers Need to Know About New Leave Rights for Reproductive Loss: Your 5-Step Compliance Guide

Nazanin Afshar, Ariella Kupetz, Todd B. Scherwin

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