



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

12/16/25

Top 10 Essential Employee Handbook Updates for 2026

Colin P. Calvert

[Read more →](#)

INSIGHTS

12/11/25

Employer Cheat Sheet for Workplace Laws Taking Effect January 1, 2026: Top 5 Trends and Your Quick List of 50+ New Laws

Lauren Laing, Braden Lawes

[Read more →](#)

INSIGHTS

12/09/25

New Year, New Laws in New Hampshire: Is Your Company in Compliance for 2026?

Pawel Z. Binczyk

[Read more →](#)

INSIGHTS

12/05/25

Comprehensive Checklist to Help Businesses Prepare for Soccer's 2026 World Cup

Ted Boehm, Risa B. Boerner, Benjamin M. Ebbink, Nan Sato, Todd B. Scherwin, Adam F. Sloustcher, Lauren M. Sobaski

[Read more →](#)

INSIGHTS

12/03/25

What International Tech Startups Need to Know About US Employment Law: Your Top 10 List

Brian J. Coughlin, Elysse V. Gorney, Brett P. Owens, Nan Sato

[Read more →](#)

INSIGHTS

11/12/25

Holiday Headaches to Avoid: Safety and Pay Practices Businesses Should Consider for the Colder Months Ahead

Brian P. Krier, Kathleen McLeod Caminiti, J. Hagood Tighe, Travis Vance

[Read more →](#)

INSIGHTS

10/31/25

Workplace Law Update: 10 Essential Items on Your November 2025 To-Do List

Jocelyn Campanaro, Danielle M. Kays, Lisa Nagele-Piazza

[Read more →](#)

EVENT

10/30/25

2025 Louisville Labor & Employment Seminar

Todd B. Logsdon, John Rogers, David S. Jones, Emily N. Litzinger, Annie N. Harb, Laurel K. Cornell, Martha G. Vázquez

[Read more →](#)

INSIGHTS

10/30/25

Comprehensive FAQs For Employers on Hurricanes and Other Workplace Disasters: 2025 Edition

Steven M. Bernstein, Sheldon J. Blumling, Preston L. Buchanan, Kathleen McLeod Caminiti, Jocelyn Campanaro, Kate Dedenbach, Emily P. Harbison, Edward F. Harold, Catherine “Ree” Harper, Brett Holubeck, David S. Jones, Usama Kahf, Nicole Kamm, Matthew R. Korn, Todd B. Logsdon, Todd A. Lyon, Phillips L. McWilliams, Joshua D. Nadreau, Jennifer B. Sandberg, Andrew J. Sommer, Shanon R. Stevenson, Terri R. Stewart, J. Hagood Tighe, Spencer W. Waldron, Kristin R.B. White

[Read more →](#)

INSIGHTS

10/20/25

Get Ready for New Paid Leave Requirements in Minnesota: Key Deadlines for Employers

Lisa Lewis

[Read more →](#)

[View All →](#)

Key Contacts



Myra K. Creighton

Partner

404.240.4285

[Email](#)



Megan C. Winter

Regional Managing Partner

858.597.9622

[Email](#)

[See all →](#)