

FMLA, ADA, & EMPLOYEE LEAVE

Moore & Van Allen's Employment and Labor Attorneys advise clients with regard to all aspects of employee leave issues, including the Family and Medical Leave Act, the Americans with Disabilities Act, general leave benefits such as vacation, sick leave, maternity and paternity leave, school visitation leave, and other leave required under applicable state and federal law, as well as the often convoluted intersection of these laws and leave requirements with each other and with disability plans and workers compensation benefits. Our experience covers not only advice regarding how to best handle employees on or seeking such leave, but also crafting policies and related documents in compliance with the law and client needs, conducting audits, and handling investigations and claims before administrative agencies. Our attorneys also have successfully defended claims and litigation under these laws, including claims of discrimination and refusal to accommodate under the Americans with Disabilities Act and under state law, interference with FMLA rights, and failure to provide vacation benefits as required by state law. Our lawyers pride themselves on making this complicated area of the law more manageable and finding ways for clients to comply with the law that will not interfere with the effective and efficient operation of their businesses.