

EMPLOYEE LEAVE AND ACCOMMODATIONS

We work with companies to strengthen compliance with local, state, and federal employee leave laws and disability accommodation requirements. We partner with our clients to draft effective workforce policies and procedures as well as employee handbooks that support their business and to maintain alignment with an often-shifting landscape of employee requirements.

We commonly address issues involving the Family and Medical Leave Act, the Americans with Disabilities Act, general leave benefits such as PTO / vacation, sick leave, parental leave, and requirements of state, local and federal law. We are skilled at navigating the convoluted intersection of these laws with each other and with our clients' disability plans and worker benefits.

Our experience covers advice to best resolve employees on or seeking leave, the crafting of policies and related documents, conducting audits, and handling investigations and proceedings before administrative agencies. Our attorneys have successfully defended claims and litigation under the Americans with Disabilities Act and state law, interference with FMLA rights, and failure to provide leave benefits required by various state laws.

Our lawyers are knowledgeable and pragmatic; we work to make this complicated collection of laws manageable: enhancing compliance while keeping a focus on the effective and efficient operation of client business.