

# Employee Leaves and Accommodations

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.

With almost 600 attorneys in 41 offices across the United States and Mexico, Fisher Phillips is an international labor and employment firm providing practical business solutions for employers' workplace legal problems. We regularly advise and counsel clients on issues surrounding wage and hour, employment discrimination and harassment, litigation, workplace safety, immigration, trade secrets and non-competes, and more.

