

Employee Leave: Navigating the Morass

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The Alphabet Soup of Leave

Employment Laws

There are many laws that govern the employer-employee relationship, including:

ADA: Americans with Disabilities Act

FMLA: Family Medical Leave Act

PDCRA/MHCRA: Persons with Disabilities Civil Rights Act/ Michigan Handicappers Civil Rights Act

WDCA: Workers Disability Compensation Act

- **Some Statutes Expressly Provide for Employee Leave or Compensation During Leave:**

FMLA & WDCA

Some Statutes Impose . . .

A Leave Requirement by Implication and
Interpretation:

ADA and PDCRA/MHCRA

The Revolving Door of Leave

Does the decision regarding employee leave only need review under one statute?

NO - MORE THAN ONE STATUTE MAY BE
IMPLICATED BY A CERTAIN SET OF
CIRCUMSTANCES

Pitfalls

- Personal Liability



Thank You