

# 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**