Employee Leave: Navigating the Morass

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The Alphabet Soup of Leave

Image of alphabet soup with the word "HELP" on a spoon.
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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
The Employee Leave Flowchart
Pitfalls

• Personal Liability
Thank You