



**nilan  
johnson  
lewis PA**

## **Leave of Absence and Disability Advice/Defense**

The team of experienced attorneys at Nilan Johnson Lewis regularly helps employers navigate the complexities of the ADA, FMLA, USERRA, and other laws mandating leaves of absence and reasonable accommodations. We conduct audits, draft and revise policies, provide training, and offer clear and practical guidance to resolve the most perilous leave management and accommodation questions. In addition, we have successfully defended FMLA, disability discrimination, failure to accommodate, and USERRA charges and claims, securing dismissals by administrative agencies, winning summary judgment in courts, or prevailing at arbitration or trial.

### **Overview of our expertise**

#### **Labor and Employment**

Affirmative Action Plans and  
OFCCP Compliance

EEOC Class Investigation and  
Litigation Defense

Discrimination Defense

Trials and Arbitrations

Executive Agreements and  
Severance

FLSA/Wage-and-Hour Defense

Labor Management Relations

Leave of Absence and Disability  
Advice/Defense

Non-Compete and Trade Secret  
Litigation

Pre-Hire Testing and  
Background Check  
Advice/Defense

Preventive Employment  
Counseling

Reductions in Force

Whistleblower/False Claims Act  
Defense

Workplace Investigations