



**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

FLSA/Wage-and-Hour Defense

Executive Agreements and
Severance

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

Industry Focus: Health Care

Industry Focus: Retail

Industry Focus: Tech Startups