



## Leave of Absence and Disability Advice/Defense

### Practice Areas

#### 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  
California Employment Law  
Executive Agreements and Severance  
Labor Management Relations  
Leave of Absence and Disability Advice/Defense  
Non-Compete and Trade Secret Litigation  
Pay Equity Advice and Defense  
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: Restaurants  
Industry Focus: Retail  
Industry Focus: Tech Startups

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.