



FMLA Leave and Disability Management

Reinhart's Employee Benefits attorneys understand that few issues are as challenging for employers as the management of employees who are sick or disabled. In addition to the often complex employment law issues that arise from such situations, there are many employee benefit issues that can occur at the same time.

We counsel employers to develop and document their policies and procedures that affect sick and disabled employees. In conjunction with our [Labor and Employment](#) attorneys, we advise employers in the leave and disability management process to navigate the requirements of applicable law in a manner that ensures legal compliance and positions employers to continue to effectively and efficiently operate their business.

Our attorneys are skilled at addressing practical issues, such as evaluating and addressing accommodation requests, work related injuries that also qualify as disabilities, and employee requests for leaves beyond what is required by federal, state and local family and medical leave laws. We also represent employers in benefit-related audits, discrimination and retaliation investigations, and related administrative hearings and court trials.

We regularly provide counsel on the following types of FMLA Leave and Disability Management matters:

- Family and medical leave
- Federal, state and local family and medical leave
- Sick leave
- ADA and state disability laws
- Worker's compensation
- Short-term disability
- Long-term disability
- COBRA
- Disability retirement
- Severance pay
- Unemployment compensation