

# The Revolving Door of Employment Leave: The Interplay Among Employment Laws with Leave Requirements

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# The Alphabet Soup of Leave



# 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**

