



# Let Us Help You Stay **CALM**

Compliance in Accommodations and Leave Management

## PROBLEM:

Are you struggling with difficult FMLA and ADA issues like these?

- Determining whether a leave request is covered by the FMLA or ADA
- Deciding whether to discipline an employee for abusing FMLA leave
- Responding to insufficient medical certification or one that is never provided
- Analyzing a request to work from home
- Managing an employee whose mental health is impacting their performance

With a growing list of unclear regulations, employers struggle to remain compliant with the FMLA and ADA.

## SOLUTION:

Franczek Radelet's Compliance in Accommodations and Leave Management (CALM) Service gives employers and TPAs timely access to an innovative and experienced attorney dedicated to assisting employers in effectively managing employees with medical conditions.

## HOW IT WORKS:

For a flat \$750 monthly retainer, employers can communicate directly with **Jeff Nowak**, a nationwide leader in the FMLA and ADA, for counsel on leave management and accommodation issues. Our practical guidance and clear direction help employers navigate the complex questions they face each day. We provide real-world answers with rapid response time, giving employers the peace of mind that they are mitigating FMLA and ADA risks at every turn.

“I personally consider Jeff Nowak to be the #1 FMLA expert in the country.”

Dan Berger, Director, Corporate Counsel  
**Starbucks**

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**FRANCZEKRADELET**  
ATTORNEYS & COUNSELORS

## THE STAKES ARE HIGH

A wrong decision  
about leave or  
accommodations  
can create  
substantial  
risk and  
costly litigation.  
We have your  
answer.

**KEEP  
CALM  
AND  
CARRY ON**



## JEFF NOWAK

Our team is led by Jeff Nowak, a nationwide leader in the FMLA and ADA and co-chair of Franczek Radelet's labor and employment team. He counsels employers – from small family-owned businesses to Fortune 100 companies – on complicated leave management and workplace accommodation issues. He also trains managers and supervisors on their FMLA and ADA obligations and successfully defends employers against FMLA- and ADA-related litigation.

As founder and author of the *FMLA Insights* blog, Jeff tackles complex leave and accommodation issues. Thousands of employers have come to rely on his advice as they apply his practical guidance in their own situations.

Jeff serves on the faculty of the National Employment Law Institute (NELI) in the areas of FMLA and ADA. He also serves on the editorial board of the Family and Medical Leave Handbook, a comprehensive HR publication which addresses the complex requirements of the FMLA. In 2012, Jeff was named one of Illinois' top "40 Attorneys Under 40" to watch by the Law Bulletin Publishing Company.

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### WE ALSO PROVIDE:

- An exclusive service with updates on state and major municipal leave laws from around the country through our exclusive portal
- On-demand FMLA and ADA training
- Identification of non-compliant areas with existing leave and accommodation processes
- Leave-management audits

“We rely on Jeff Nowak’s guidance on sensitive FMLA and ADA matters because he is practical and understands how these decisions impact our business.”

Juan Suarez, Associate General Counsel  
Kerrie Forbes, Assistant General Counsel  
**Southwest Airlines**

