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LAW FIRMS IN THE SOUTHEAST
DEDICATED TO PROTECTING THE
RIGHTS OF EMPLOYEES.

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- S.L.

FIRED WHILE ON MEDICAL LEAVE? YOU HAVE RIGHTS

Losing your job is stressful under the best of circumstances. Losing your job while you are sick, recovering from surgery, or caring for a seriously ill family member can feel devastating. You are already navigating health challenges, and suddenly, your financial stability is pulled out from under you.

Many employees assume that being on approved medical leave acts as a shield against termination. While the law offers significant protections, that shield is not impenetrable. The legality of your termination often depends on specific details: why you were fired, which laws apply to your employer, and whether the termination was an act of retaliation.

At Barrett & Farahany, we understand the fear and confusion that follow an unexpected dismissal. Our wrongful termination attorneys will explore the complex intersection of employment law and medical leave, helping you determine whether you were wrongfully terminated and what steps to take next.



Understanding Your Rights: The Legal Framework

Before diving into specific scenarios, it is helpful to understand the federal laws designed to protect employees dealing with medical issues. The two primary pillars of protection are the Family and Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA).

The FMLA is a federal law that provides eligible employees with up to 12 weeks of unpaid, job-protected leave per year. It is designed to help you balance work and family responsibilities by allowing you to take reasonable unpaid leave for certain family and medical reasons.

The ADA prohibits discrimination against individuals with disabilities in all areas of public life, including jobs. Under the ADA, employers must provide “reasonable accommodations” to qualified employees with disabilities, which can sometimes include a leave of absence...

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Our ability to offer a comprehensive array of legal services across numerous states is made possible by our strategically positioned network of attorneys. Our attorneys are situated in states across America, and proudly extend our renowned brand of resources to its respective region. Led by seasoned and highly connected legal teams, our offices deliver invaluable legal representation tailored to the unique needs of each state they serve.

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Meet the Team at Barrett & Farahany

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