

## **CONTRIBUTORS**

### **EDITORS-IN-CHIEF**

**WILLIAM BUSH**  
Legal Aid Society of Middle  
Tennessee and The  
Cumberlands  
Cookeville, TN

**JAMES M. PAUL**  
Ogletree, Deakins, Nash,  
Smoak & Stewart, P.C.  
St. Louis, MO

### **SENIOR EDITORS**

**GINA M. CHANG**  
Intel Corporation  
San Francisco, CA

**MELISSA PIERRE-LOUIS**  
Outten & Golden LLP  
New York, NY

**SARA L. FAULMAN**  
Woodley & McGillivary LLP  
Washington, D.C.

**SUSAN SALZBERG**  
U.S. Department of Labor  
Boston, MA

**CHAPTER EDITORS AND CONTRIBUTING AUTHORS****Chapter 1  
HISTORY, STRUCTURE, AND ADMINISTRATION  
OF THE FMLA****Chapter Editor**

MARIA A. AUDERO  
Paul Hastings LLP  
Los Angeles, CA

**Contributing Author**

TRACEY HOLMES DONESKY  
Stinson, Leonard, Street LLP  
Minneapolis, MN

**Chapter 2  
COVERAGE OF EMPLOYERS****Chapter Editor**

ANDREW L. METCALF  
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.  
St. Louis, MO

**Contributing Authors**

ABIGAIL FLORES  
Neal, Gerber & Eisenberg  
LLP  
Chicago, IL

ANNA J. MILLER  
Atkinson, Andelson, Loya,  
Ruud & Romo  
Sacramento, CA

JONATHAN P. NORRIE  
Bassford Remele  
Minneapolis, MN

SONYA ROSENBERG  
Neal, Gerber & Eisenberg  
LLP  
Chicago, IL

**Chapter 3**  
**ELIGIBILITY OF EMPLOYEES FOR LEAVE**

**Chapter Editor**

MICHAEL J. MACLEAN  
Faegre Baker Daniels LLP  
Indianapolis, IN

**Contributing Authors**

ALYESHA A. DOTSON  
Littler Mendelson PC  
Charleston, WV

SCOTT R. ELDRIDGE  
Miller Canfield  
Lansing, MI

CARRIE M. HARRIS  
Spilman Thomas & Battle, PLLC  
Winston-Salem, NC

**Chapter 4**  
**ENTITLEMENT OF EMPLOYEES TO LEAVE**

**Chapter Editor**

DREW BURNSIDE  
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.  
New Orleans, LA

**Contributing Authors**

KING F. TOWER  
Woods Rogers PLC  
Roanoke, VA

ADAMA WILTSHIRE  
Littler Mendelson  
St. Louis, MO

**Chapter 5**  
**LENGTH AND SCHEDULING OF LEAVE**

**Chapter Editor**

KATHY SPEAKER MACNETT  
SkarlatosZonarich LLC  
Harrisburg, PA

**Contributing Author**

JEREMY J. GLENN  
Cozen O'Connor  
Chicago, IL

**Chapter 6**  
**NOTICE AND INFORMATION REQUIREMENTS**

**Chapter Editors**

TAMIKA LYNCH  
Siemens Industry, Inc.  
Buffalo Grove, IL

SUELLEN OSWALD  
Jackson Lewis P.C.  
Cleveland, OH

**Contributing Authors**

TARA BURKE  
Jackson Lewis PC  
Cincinnati, OH

PATRICIA PRYOR  
Jackson Lewis PC  
Cincinnati, OH

ANDREW G. JONES  
Law Office of Andrew G.  
Jones  
Indianapolis, IN

ROSARIO D. VEGA LYNN  
Vega Lynn Law Offices, LLC  
Albuquerque, NM

TASOS PAINDIRIS  
Jackson Lewis PC  
Orlando, FL

MICHAEL A. WARNER, JR.  
Franczek Radelet  
Chicago, IL

**Chapter 7**  
**PAY AND BENEFITS DURING LEAVE**

**Chapter Editor**

DEBRA S. FRIEDMAN  
Cozen O'Connor  
Chicago, IL

**Contributing Authors**

JULIE L. TRESTER  
Cozen O'Connor  
Chicago, IL

CHARLES H. WILSON  
Cozen O'Connor  
Chicago, IL

**Chapter 8**  
**RESTORATION RIGHTS**

**Chapter Editor**

CARA E. GREENE  
Outten & Golden LLP  
New York, NY

**Contributing Authors**

ALEXANDER BAGGIO  
Nichols Kaster, PLLP  
Minneapolis, MN

MICHELLE KORNBLIT  
Nichols Kaster, PLLP  
Minneapolis, MN

**Chapter 9**  
**INTERRELATIONSHIPS WITH OTHER LAWS, EMPLOYER**  
**PRACTICES, AND COLLECTIVE BARGAINING AGREEMENTS**

**Chapter Editor**

BRIAN L. LERNER  
Kim Vaughan Lerner LLP  
Ft. Lauderdale, FL

**Contributing Authors**

FRANK E. BROWN  
Florida Reemployment  
Assistance Appeals  
Commission  
Tallahassee, FL

DENISE M. CLARK  
Clark Law Group PLLC  
Washington, DC

DOUGLAS H. DUERR  
Elarbee, Thompson, Sapp &  
Wilson LLP  
Atlanta, GA

BRANDI B. FREDERICK  
The Frederick Firm  
Birmingham, AL

JEREMY GREENBERG  
Clark Law Group  
Washington, DC

HARRISON C. KUNTZ  
Ogletree, Deakins, Nash,  
Smoak & Stewart, P.C.  
St. Louis, MO

LISA LOWRY  
Katten Muchin Rosenman LLP  
Washington, DC

**Chapter 10**  
**INTERFERENCE, DISCRIMINATION, AND**  
**RETALIATION CLAIMS**

**Chapter Editors**

MIRIAM F. CLARK  
Ritz Clark & Ben-Asher LLP  
New York, NY

STEPHANIE SWEITZER  
Morgan, Lewis & Bockius LLP  
Chicago, IL

**Contributing Authors**

BRYCE ASHBY  
Donati Law Firm, LLP  
Memphis, TN

ELIZABETH RICE JOHNSON  
Harris Dowell Fisher & Harris  
L.C.  
Chesterfield, MO

ANDREW S. GOLDBERG  
Laner Muchin  
Chicago, IL

KATHERINE L. NASH  
Tueth, Keeney, Cooper,  
Mohan & Jackstadt, P.C.  
St. Louis, MO

JULIE PULKRABEK  
Pulkrabek Law Office PLC  
Iowa City, IA

**Chapter 11**  
**ENFORCEMENT, REMEDIES, AND OTHER**  
**LITIGATION ISSUES**

**Chapter Editor**

JENNIFER ENGLANDER  
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.  
New Orleans, LA

**Contributing Authors**

DAVID NELSON  
Roots HR Consulting  
St. Louis, MO

BRIDGET R. PENICK  
Frederikson & Byron, P.A.  
Des Moines, IA

JODI D. TAYLOR  
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC  
Atlanta, GA

**APPENDIX EDITOR AND CONTRIBUTING AUTHORS**

**Appendix 6**  
**SUMMARY OF STATE FAMILY AND MEDICAL LEAVE**  
**AND SICK LEAVE LAWS**

**Appendix Editor**

JOSHUA S. OWINGS  
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.  
St. Louis, MO



**ADDITIONAL CONTRIBUTORS**

ADAM AHOLT	ERICA KELLY
BENJAMIN ANCHILL	PAUL KIND
AMY ASSOUD	NATHALIE KNIGHT
DANIEL BELL	MARK KNOTH
SARAH BESNOFF	WAYNE LANDSVERK
ARIELL BRATTON	KERRY LANGAN
ANNRENE BRAUN	DESMOND LEE
JANE BRITTAN	BRADFORD LEHEW
FRANK BROWN	DANIEL LENHOFF
CATHERINE CANO	ALISON LEWANDOSKI
NELSON CARRASCO	GAIL LIN
JOSEPH T. CHARRON, JR.	SHIRLEY LIN
ERICA CHEE	MATT LIND
PAUL CIRNER	JAMES LOOBY
DENISE CLARK	MICHELLE MAHONY
STEVEN CLARK	VALERIE MAREK
JACKIE CLISHAM	VANESSA MARZAN
EDEL CUADRA	MICHELLE MASLOWSKI
STORY CUNNINGHAM	ZENA McCLAIN
ANKUSH DHUPAR	MARK McNITZKY
JULIA DRAFAHL	NICHOLAS MORISANI
GLENN DUHL	DAVID NELSON
SACHA DYSON	COURTNAY O'CONNELL
TAMI EARNHART	MICHAEL OLSEN
SCOTT ELDRIDGE	BART QUINTANS
DANIEL EMAM	EBONY REID
JOHN FISCHER	STEVEN REID
BRANDI FREDERICK	NICHOLAS SALEH
ROBERT FRIED	JEREMY SALINGER
KAITLIN GALLEN	BETHANY SALVATORE
ANDY GOLDBERG	BRIAN SCHWARTZ
MELINDA GORDON	TERESA SHULDA
KEITH GREENBERG	AMY SMITH
NAT GROSSMAN	CYNTHIA STAMER
PETER HEGEL	ANNE-MARIE STOREY
GRACE HO	CATHERINE STRAUSS
GRAHAM HOERAUF	CHRISTINA THOMAS

PAGE TUCKER  
MICHAEL VICTORIAN  
CAITLIN WANG  
LIZ WASHKO  
CHRISTINA WEBB  
MARTINE WELLS  
TAYLOR WEMMER  
CAROLINE WESTOVER

SCOTT WICH  
DAVID WILEY  
RICHARD WINDERS  
DAVIS WOODRUFF  
JAMIE WRIGHT  
FONTAINE YUK  
LIN ZHU