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Helen Holden Co-Authors Article on Interplay of ADA, FMLA, and Paid Sick Leave in COVID Era

Spencer Fane attorney [Helen Holden](#) recently co-authored an article with Gail Cohen of Matrix Absence Management for the *Arizona Attorney* magazine.

Helen and Gail explain the difficulties employers face in complying with various state and legal regulations on providing appropriate medical leave. Titled "Leaving Confusion Behind," the article takes a look at specific hypothetical scenarios and provides guidance on how employers should handle each.

"In many situations, there is no simple answer to how an employer should proceed when dealing with requests for leave that may implicate one, two or all three of the laws discussed in this article," Helen and Gail wrote. "Of course, there is no magic bullet that will avoid EEOC charges or litigation in all circumstances. However, the authors believe that a thorough understanding of all three laws, coupled with thoughtful and careful analysis, will provide employers with the tools needed to avoid liability."

To read the full article, please click [here](#).