Shirazi Law Firm Launches Initiative to Raise Awareness of Employee Rights Under the FMLA

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The Shirazi Law Firm, an employment law practice based in Los Angeles, California, has launched an initiative aimed at educating workers about their rights under the Family and Medical Leave Act as an increasing number of employees encounter obstacles when attempting to take job-protected leave. The effort comes amid ongoing questions about how the federal law is applied in workplaces across the state.

The Family and Medical Leave Act (FMLA) entitles eligible employees to take unpaid, job-protected leave for specified family and medical reasons, including the birth of a child, a serious health condition, or the need to care for an immediate family member. Under the law, employers are prohibited from interfering with, restraining, or denying the exercise of these rights, and from retaliating against employees who use them. Despite these protections, many workers remain unaware of the safeguards available to them or the steps required to pursue a claim when those protections are ignored.

The initiative focuses on helping employees recognize the warning signs of improper conduct by employers,

understand eligibility requirements, and identify when a legal remedy may be appropriate. The firm noted that confusion surrounding leave entitlements often leaves affected workers uncertain about how to respond when a request for medical or family leave is mishandled.

Emanuel Shirazi, founder of the Shirazi Law Firm, said the educational effort responds to a persistent gap in awareness among the workforce. "Many employees do not realize that the law provides clear protections for taking medical or family leave, and that gap in knowledge often prevents people from asserting their rights," Shirazi said. "The purpose of this initiative is to give workers accurate information about how the Family and Medical Leave Act functions and what recourse exists when an employer disregards it."

The firm has long represented employees in a wide range of workplace disputes, including matters involving the Family and Medical Leave Act and the California Family Rights Act. Through its practice, the Shirazi Law Firm represents employees in FMLA violations alongside related claims such as medical leave retaliation and wrongful termination connected to the use of protected leave.

Shirazi added that timing frequently plays a role in how these situations unfold. "Employees who face adverse treatment after requesting leave often assume there is nothing to be done, when in fact the law may offer a path forward," he said. "Providing clear guidance early can make a meaningful difference in how these matters are resolved."

The firm's broader practice covers employment law matters including workplace discrimination, sexual harassment, wage and hour disputes, whistleblower retaliation, employee misclassification, and reasonable accommodation. The awareness initiative reflects the firm's continued attention to areas of employment law where workers may lack sufficient information about the protections available to them.

The Shirazi Law Firm in Los Angeles, California, is led by employment attorney Emanuel Shirazi. The firm represents employees across a broad spectrum of labor and employment matters and provides confidential case evaluations for individuals who believe their workplace rights have been violated.

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Experienced and aggressive employment lawyers located in Los Angeles. We have successfully represented employees against all sizes of businesses including Fortune 500 companies, big banks, major retailers, utility companies, and hospitals.

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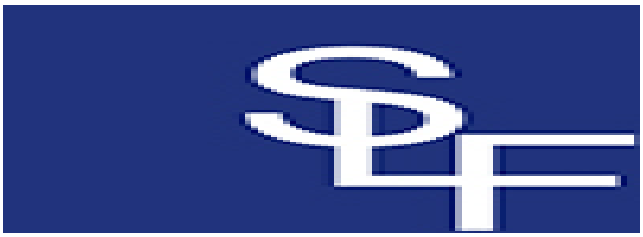
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