



## Ellen Donovan McCann

Senior Counsel

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## Practice Areas

Leave and Accommodation  
Discrimination and Harassment  
Handbooks and Policies

## Overview

Ellen Donovan McCann's practice is focused on complex multistate leave of absence and accommodation issues. She is a member of the firm's Leave and Accommodation Practice Group. Ellen helps clients navigate and untangle the trickiest compliance issues with the Family and Medical Leave Act (FMLA), state leave laws, Pregnant Workers Fairness Act, company leaves of absence and Paid Family and Medical Leave (PFML) programs across the country. She also works with clients on paid time off issues.

Prior to joining Littler, Ellen worked for a Fortune 500 insurance company for more than 25 years. She was involved in the development of and provided continued legal support to the company's leave administration services, which included administration of FMLA, state leave laws, ADA, corporate leaves and statutory PFML programs. She also provided employment-related legal advice to human resources and executive management, with an emphasis on leaves of absence, paid time off programs, and employee relations issues. Ellen also managed their employment-related litigation, EEOC and state charges.

She is a nationally recognized resource on FMLA, ADA, PWFA, state leave laws, paid leave laws and PFML programs.

## Professional and Community Affiliations

- Secretary and Treasurer, Notre Dame Alumni Club of NH

## Education

J.D., University of Notre Dame Law School, 1990  
B.A., College of the Holy Cross, 1987

## Bar Admissions

Massachusetts

New Hampshire

## Courts

U.S. District Court, District of Massachusetts

## Publications & Press

### **DOL notes restrictions on running FMLA, state and local leave concurrently**

*HR Dive*

January 17, 2025

### **DOL Issues Opinion Letter on Applicability of the FMLA Substitution Rule When Employee on FMLA is Receiving PFML Benefits**

*Littler ASAP*

January 15, 2025

### **Maine Adopts Final Rules for Paid Family and Medical Leave Program**

*Littler ASAP*

December 6, 2024

### **Massachusetts Expands Reasons for Use of Earned Sick Time**

*Littler ASAP*

October 4, 2024

### **The Massachusetts PFML: 2025 Contribution Rates and Benefit Amounts**

*Littler ASAP*

October 3, 2024

### **Supreme Court Will Decide if Former Employees Can Sue Over Post-Employment Benefits**

*SHRM*

September 9, 2024

### **Massachusetts Revises Guidance on Paid Family and Medical Leave**

*SHRM Online*

January 10, 2024

### **Massachusetts Revises Paid Family and Medical Leave Guidance to Provide More Discretion to Employers**

*Littler ASAP*

January 2, 2024

**Littler Adds Ellen Donovan McCann as Senior Counsel in Boston**

*Press Release*

October 4, 2023

**Exercise Caution With COVID-19 Vaccine Incentives to Avoid Running Afoul of Gambling Laws**

*Littler ASAP*

June 15, 2021

**Events & Speaking Engagements**

**2024 New England Regional Employer Conference**

Boston, MA

October 24, 2024

**An Overview of Paid Leave Laws in New England**

June 5, 2024

**Massachusetts Paid Family and Medical Leave (PFML)**

February 8, 2024

**2023 New England Regional Employer Conference**

Boston, MA

November 14, 2023

**An In-depth Look at Paid Family and Medical Leave Programs**

July 21, 2021

**Best Practices in Drafting Paid Parental Leave Policies**

June 15, 2021

**COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 15**

June 4, 2021