



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

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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