

Family Medical Leave - Notice of Eligibility and Rights and Responsibilities

In general, to be eligible an employee must have worked for an employer for at least 12 months, have worked at least 1,250 hours in the 12 months preceding the leave, and work at a site with at least 50 employees within 75 miles. Part B provides employees with information regarding their rights and responsibilities for taking FMLA only, CFRA only or FMLA/CFRA leave.

[Part A – NOTICE OF ELIGIBILITY]

To: Chrysti Corkill
Employee

From: Kim Urban
Employer Representative

Date: 02/19/10

On 02/17/10, you informed us that you needed leave beginning on 02/18/10 for:

CFRA Only Leaves

- Baby bonding after period of disability after pregnancy ends and FMLA has been exhausted.
 To care for a registered domestic partner.

FMLA Only Leaves

- Because of a qualifying exigency arising out of the fact that your spouse, son or daughter, parent is a covered active duty member of the Armed Forces being deployed to a foreign country.
 Because you are the spouse, son or daughter, parent, next of kin of a covered service member with a serious injury or illness.

FMLA/ CFRA Running Concurrently

- The birth of a child, or placement of a child with you for adoption or foster care;
 Your own serious health condition, including a workers' compensation injury;
 Because you are needed to care for your spouse; child; parent due to his/ her serious health condition.

This Notice is to inform you that you:

- Are eligible for FMLA leave (See Part B below for Rights and Responsibilities)
 Are not eligible for FMLA leave, because (only one reason need be checked, although you may not be eligible for other reasons):
- You have not met the FMLA's 12-month length of service requirement. As of the first date of requested leave, you will have worked approximately _____ months towards this requirement.
 - You have not met the FMLA's 1,250-hours-worked requirement.
 - You do not work and/or report to a site with 50 or more employees within 75-miles.

If you have any questions, contact Kim Urban at 619.471.2928 or view the FMLA poster located in the office lunchroom.