

FMLA SAMPLE LETTER CONTENTS
FMLA Approval Letter
2/28/84

Date:

Name:

Address:

Dear _____:

This letter is to inform you that your coverage under the Family and Medical Leave Act (FMLA) has been approved for the condition certified by your health care provider. Leave time taken beginning [DATE], attributable to that health condition, will be considered FMLA leave and will be counted toward the 12 weeks of coverage available to you under the law. Your certification indicates you will be absent from work [INSERT THE EXPECTED ABSENCE - i.e., block of time or the intermittent absences].

Your coverage under FMLA does not guarantee any or all of your leave is paid. That is determined by the amount of leave you have earned and taken to date. You must use all your accrued leave for FMLA absences before you would be on leave without pay for FMLA absences. Please remember all leave you take, whether paid or unpaid, must be requested through and approved by your supervisor. When requesting leave for FMLA purposes, be sure to indicate "FMLA" on your leave request so we may keep track of the hours used toward your FMLA coverage.

You have the right under the FMLA for up to 12 weeks of paid or unpaid leave in the 12-month period measured forward from the date FMLA leave begins. You must be reinstated to the same or an equivalent job with the same pay, benefits, terms and conditions of employment on your return from leave.

The State will continue to pay its portion of your health care benefits throughout the FMLA approved absences under the same conditions as if you continued to work. Your premium payments for health insurance will continue on the bi-weekly payroll schedule basis during the period of FMLA leave. The premiums will continue to be withheld from your paycheck if you are using leave. If you are on leave without pay, you have a minimum of a 30-day grace period in which to make premium payments. If payment is not made timely, your group health insurance may be cancelled. We will notify you in writing at least 15 days before the date your health coverage will lapse. If you do not return to work following FMLA leave you may be required to reimburse the State for its share of health insurance premiums paid on your behalf during FMLA leave. You will be responsible for the payment of other benefits (e.g., optional group life) while on FMLA leave.

You must use all accrued sick leave and vacation leave prior to the use of leave without pay for all leave that meets FMLA criteria. Our records indicate you have _____ hours of accrued sick leave and _____ hours of accrued vacation leave available as of [DATE].

Fmla Second Opinion Letter Sample

David Baud



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Education FESHE Program Legal Aspects of Emergency Services course outcomes Chapters progress from a general foundation in the U S legal system to general types of laws and then to the more specific types of laws affecting emergency services covering the legal aspects of topics such as Patient privacy Emergency medical care Public information transparency Technology use Civil rights Employment benefits Employee safety Employer employee relations Community rights Legal Aspects of Emergency Services also includes Decisions from influential court cases Fictional case studies Clarifications of tricky legal concepts State laws involving emergency services Legal Aspects of Emergency Services is designed to provide responders with some basic legal knowledge so that when faced with a legal quandary they may remember the core principles discussed throughout this book and recognize the need to seek qualified legal advice The law affects everything responders do in their daily activity especially when functioning as an agent of a fire or EMS department Fire fighters are calculated risk takers They risk a lot to save a lot and conversely risk nothing to save nothing and they often find themselves operating within the gray area of those two extremes Having an understanding of the law as it applies in different situations allows the prudent fire fighter EMT supervisor manager or officer to manage legal exposure There are times when it may be necessary to assume greater legal risk because it is the right thing to do There are other times when a legal risk is not worth any potential benefit As a result it is important for those in fire and EMS disciplines to have a passing knowledge of the law and how it affects them in their profession

Labor Law Reporter, Transfer Binder ,2005 **Labor Law Reporter** ,1934 **Labor Law Reporter Employment Practices, Transfer Binder** ,2006 **Americans with Disabilities Cases** ,2007 **Labor Relations Reporter** ,2004 Each binder has a distinctive title 1 Analysis news and background information 2 Labor management relations decisions of boards and courts 3 Labor arbitration and dispute settlements 4 4A State laws 5 Wage 6 6A Wage and hour manual 7 Fair employment practice 8 8A Fair employment practice manual 9 Individual employment rights 9A Individual employment rights manual 10 Americans with disabilities cases and Labor relations expediter v 12 pt 1 2 Master index **Wage and Hour Cases** ,2009 Text of opinions of Federal and state courts and administrative tribunals under statutes relating to minimum wages maximum hours overtime compensation child labor equal pay wage stabilization with tables of cases **Labor Policy and Practice: Labor relations** Bureau of National Affairs (Arlington, Va.),1953 *Shepard's Causes of Action Second* ,1993 **Daily Labor Report** ,2009-04 The Book of Company Policies National Institute of Business Management,2001 Government Employee Relations Report ,2009 *Labor Cases* ,2010 A full text reporter of decisions rendered by federal and state courts throughout the United States on federal and state labor problems with case table and topical index *Employment Law Update* ,2000

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