



El Monte Union High School District

Notice to Employees Concerning Family and Medical Leave Rights

Under the Federal Family and Medical Leave Act of 1993 (FMLA) and the California Family Rights Act (CFRA), eligible employees may take 12 work weeks of unpaid family and medical leave (or 26 work weeks of military family care leave) with paid benefits in any 12 month period for a qualifying reason.

Under federal regulations, the employer must designate the 12 month period to which the 12 work weeks applies. The District has designated the 12 month period as measured forward from the date of your first FMLA and/or CFRA leave usage. Eligible employees may take a maximum of 12 work weeks of family and medical leave in this defined 12 month period.

This is not a change in the District's family and medical leave policy and regulations, but rather additional notice of existing policy and practices.

If you have any questions about this notice or your rights under the family and medical leave laws, please contact the Personnel Office.