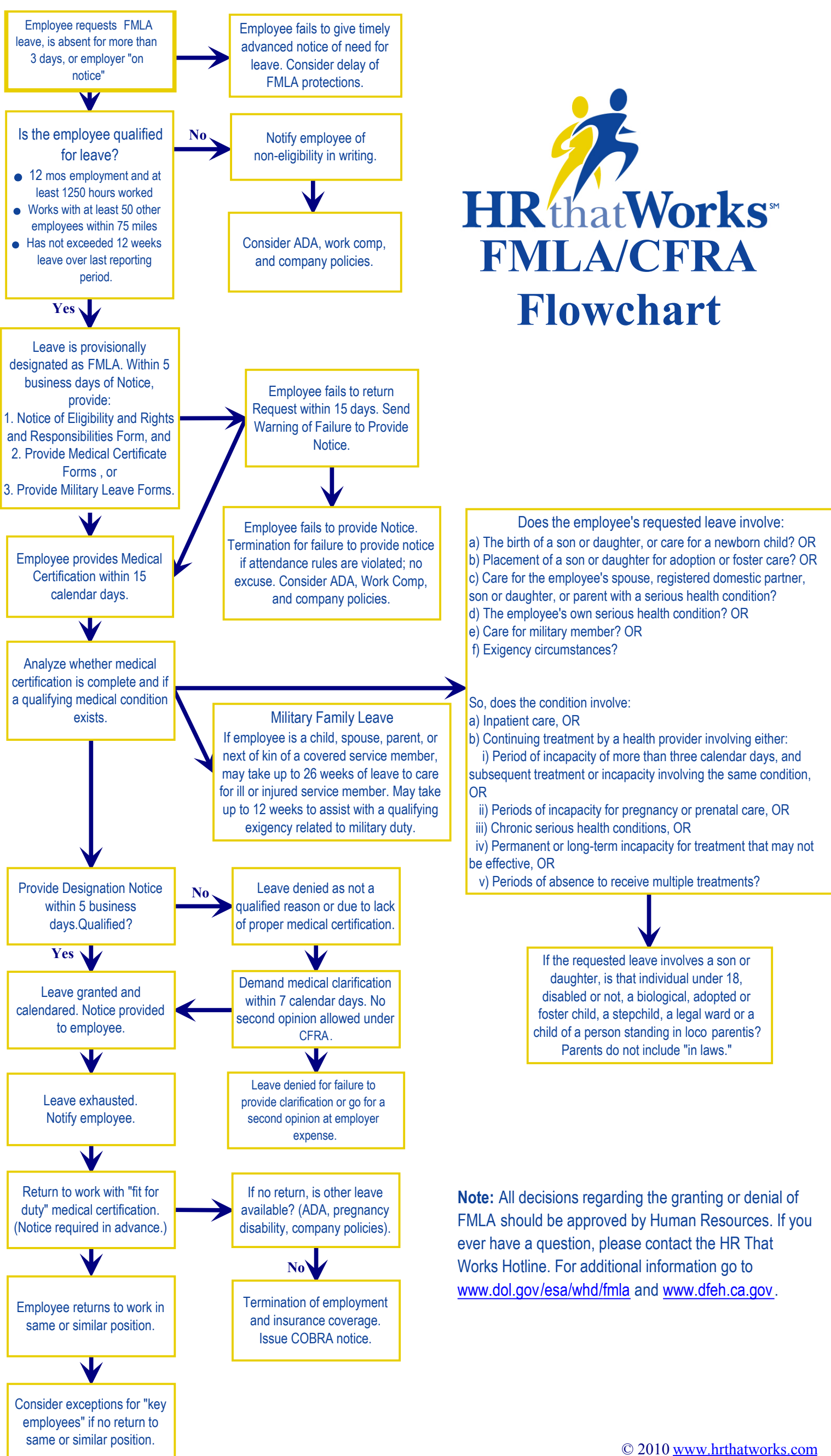




HR that WorksSM

FMLA/CFRA

Flowchart



Note: All decisions regarding the granting or denial of FMLA should be approved by Human Resources. If you ever have a question, please contact the HR That Works Hotline. For additional information go to www.dol.gov/esa/whd/fmla and www.dfeh.ca.gov.