

FMLA ELIGIBILITY ISSUE AT VERIZON

A recent issue has been discovered concerning FMLA eligibility calculations at Verizon. Members are being told that they do not qualify for FMLA (1250 hours for self, 1000 hours for family member in NJ). Special handling needs to be done with anyone who has been using the " NPW " code on their timesheet and would need to request FMLA time. Credit toward FMLA eligibility is not taking place due to an IT problem and affects hours worked from April 2010 going forward. Since FMLA is a rolling calendar looking back 1 year, this will affect all members trying to qualify for FMLA if NPW time has been used. There is no ETA on a fix. Members need to also appeal any denial based on eligibility (within the normal Admin review timeframe). The appeal can simply state "I am request an Administrative Review for this denial of eligibility based on hours worked. I have NPW (non productive work) hours within this time frame that may not be accruing."

Members should contact Vickie Kintzer, CWA Healthcare Benefits Coordinator if you are denied FMLA as a result of this newly discovered problem at 1-866-248-4449.