
From: Julie Cloud </o=first organization/ou=first administrative group/cn=recipients/cn=jcloud>
Sent: Friday, August 26, 2011 9:03 AM
To: Pat Thomson
Subject: FW: FMLA Policy

Here is the answer to your question. She can be put on nights when she returns. I believe we wait for Rhonda to contact us that she is ready to return and then we send her another certified letter with her return date and schedule: days off/shift.

I would like to remain the lead on this one. Julie

Julie Cloud

Human Resource Officer
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julie.cloud@idjc.idaho.gov

"One only needs two tools in life:
WD-40 to make things go, and
duct tape to make them stop!"

--G. Weilacher

From: Anderson, Karen M - WHD [<mailto:Anderson.Karen@dol.gov>]
Sent: Friday, August 26, 2011 8:58 AM
To: Julie Cloud
Subject: RE: FMLA Policy

Julie,

It was nice "meeting" you! Please do contact me with ANYTHING questions regarding ANYTHING. We are here to help you, too. I am including a link which lists our regulations and on the right hand side notice the Fact Sheets. Those list the regulations in a brief form which I think are much easier to understand. Compliance assistance is an integral part of our program. We try to avoid problems so that you can concentrate on the important things.

To answer your question, yes, you may put her on a night shift. I do believe that it would alleviate most of the problem to the point that she would not need to take time off. I will contact her and let her know that her position would be on the night shift.

Thank you for your assistance in resolving this.

Karen

<http://www.dol.gov/whd/>

From: Julie Cloud [<mailto:Julie.Cloud@idjc.idaho.gov>]
Sent: Friday, August 26, 2011 7:52 AM
To: Anderson, Karen M - WHD
Subject: FMLA Policy

LEDFOSSD541379

Hi Karen, thank you so much for involving me with employee Rhonda Ledford's FML situation. I appreciate your assistance and guidance in this matter. I will definitely keep your email handy and consult with you. I didn't get your phone number but would like to have it.

As you requested I have attached Idaho Department of Juvenile Correction's FMLA policy and our EIN: 826000952

I do have a question for you in regards to when Ms. Ledford returns to work. Rhonda is a Safety and Security Officer (SSO) currently assigned to day shift. One of her major duties is transporting juveniles as required. Having Rhonda off has created a hardship because she is the only female SSO on day shift available to accompany others or transport alone when a female juvenile is being transported. (Policy requires a female employee be present when a female juvenile is being transported.)

Currently, the SSO supervisor (a female) is doing the transports that Rhonda would normally do until we can get another staff hired and trained. Our question is, assuming Rhonda gets a full medical release, can she be returned to night shift permanently, as an SSO, or does she have to be returned to her same hours? She would still be an SSO, same pay and benefits. Her duties would no longer include transports. Night shift has little or no supervisor interaction, it is considered a less stressful job.

Again, thank you.

Julie

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