

[Your Name]
[Your Address]
[Your Phone Number]
[Your Email]

[Date]

[Employer Name]
[Attn: Human Resources / Legal Department]
[Employer Address]

RE: Notice of Intent to Pursue Legal Action - FMLA Violation and Wrongful Termination

To [Name of Supervisor or HR Manager],

This letter serves as a formal demand for settlement regarding my recent termination from [Company Name] on [Date of Termination]. I am writing to inform you that I believe my discharge was a direct violation of my rights under the Family and Medical Leave Act (FMLA).

I was employed with [Company Name] since [Start Date]. On [Date], I requested/commenced a protected leave of absence for [a serious health condition / to care for a family member with a serious health condition]. I provided the necessary medical certification and met all eligibility requirements under the FMLA, including having worked more than 1,250 hours in the previous 12 months.

On [Date], while I was [on leave / immediately upon returning from leave / shortly after requesting leave], I was notified of my termination. The reason provided for my termination was [Reason Given by Employer], which I believe is a pretext for unlawful retaliation and interference with my FMLA rights.

Under the FMLA, it is unlawful for an employer to interfere with, restrain, or deny the exercise of any right provided by the Act, or to discharge an individual for opposing practices made unlawful by the FMLA. My termination constitutes a clear violation of federal law, entitling me to damages including back pay, front pay, liquidated damages, and attorney's fees.

I am prepared to pursue this matter through the Department of Labor or by filing a civil lawsuit in federal court. However, in the interest of resolving this dispute efficiently, I am willing to release all claims against [Company Name] in exchange for a settlement in the amount of \$[Amount].

Please provide a response to this proposal by [Date]. If I do not hear from you by this time, I will proceed with formal legal action to protect my rights.

Sincerely,

[Your Signature]

[Your Printed Name]