

My name is Mike Yalicki. I have been an employee UPS since July 10th, 2003.

Through absolutely no fault of my own, I was injured at work on January 11th, 2024. My injury occurred, while I was manually opening an overhead door at the UPS Berlin facility. This particular door had been written up for repairs, six times prior to my injury. The facility engineering department at UPS did not address the issue, until after my injury was reported.

I spent the next nine months on Workmen's Comp. During this time, the Hartford Insurance Company reached out to me via Mail. The Hartford is the FMLA provider for UPS employees. They notified me, that UPS opened a FMLA claim in my name. This was done without my knowledge or consent.

I called them immediately, to let them know that I was not on FMLA, that I was on Workmen's Comp. through Liberty Mutual my employers insurance company. I was extremely confused as to how the company was running both buckets simultaneously. I didn't and I still don't, understand how I could be on both items at the same time. I was told by many sources, that, unfortunately, this was how the law worked.

Unfortunately, during the time when I was out for my injury, my father Stanley A Yalicki was diagnosed with Cancer. My parents live in Tega Cay, South Carolina. I worked extremely hard to attend all of my doctor's appointments and physical therapy sessions while working to help my patients navigate this difficult time. I did almost all this over the phone, due to the miles between us and the physical therapy appointments that I was doing to get myself back to work as fast as possible.

I was successfully cleared and returned to work in September. I called the Hartford to let them know that I would like to open a FMLA Claim because of my father's health situation and they told me all of my days had been used for the year. This was thanks to UPS's wrongful use of my FMLA days when I was on Workmans compensation.

I spent the next three months working 60 hours a week, 12 hours a day, five days a week driving a UPS package car. On three weekend occasions I flew to South Carolina on Saturday morning and flew home on Sunday night to help my parents during this very hard time. All while returning to work on time for Monday morning. My parents needed a lot more help and more time for me than this was providing. Unfortunately, UPS threatened me with discipline if I was to miss any days because I had no days left in my bank. I was just trying to hang on until I earned new days for FMLA to take time off to take care of my parents and their needs.

Stan did pass away and I was only afforded my four days of funeral leave. Something needs to be done to change the improper use of these days by employers like UPS!