

*City and County of San Francisco Military Leave
and Reemployment Litigation*

MILITARY LEAVE AND REEMPLOYMENT SURVEY

Anderson v. San Francisco, et al., No. 4:20-cv-01149-DMR (N.D. Cal.)

A Federal Court authorized this Notice. This is not a solicitation from a lawyer.

If you are or were an employee of the City and County of San Francisco and took military leave on or after October 20, 2004, this survey may apply to you.

- **Plaintiffs (one current and one former employee of the City and County of San Francisco) have filed a class action lawsuit alleging that San Francisco has violated federal, state and local laws covering military leave and related benefits. San Francisco denies the claims in this lawsuit. The parties have agreed to mediate Plaintiffs' claims to see if it is possible to resolve this lawsuit without any further litigation.**

The parties have not reached a resolution in this case. They have agreed to send this notice and attached survey to gather data about the claims in this action in order to facilitate potential settlement of this case. Please complete this survey by no later than March 1, 2021 if you are or were an employee of San Francisco and took military leave during your employment on or after October 20, 2004. You may mail the survey to Anderson v. San Francisco, c/o CPT Group, Inc., 50 Corporate Park, Irvine, CA 92606 or SFUSERRALawsuit@cptgroup.com or fill out the survey online at www.SFUSERRALawsuit.com.

- **This survey is not a claim form, and submitting it will not entitle you to compensation. However, the information you provide in this survey will help both sides better understand the claims in this case and will hopefully aid in deciding whether to reach a settlement of the claims and the scope of any settlement of these claims. If you are member of the class (defined below) and the case settles, then you may benefit from that settlement.**
- **You have received this Notice because San Francisco has identified you as a potential member of the class of employees whose rights may be affected by the current lawsuit. If you have any questions about the lawsuit, the attached survey, or your rights, you may contact attorneys for the Plaintiffs at 1-(415) 638-8800 or 415-968-8999.**
- **You are requested to return the survey by no later than March 1, 2021. While surveys returned after that date may be considered, returning the survey before or after that date will be most useful to the parties.**

1. What is this lawsuit about?

Plaintiffs brought this lawsuit against San Francisco under the Uniform Services Employment and Reemployment Rights Act (“USERRA”) and California law. The lawsuit challenges San Francisco’s policies and practices affecting those employees who take military leave including, for example, (1) notice requirements for taking military leave, (2) vacation and sick leave accruals during military leave, (3) time for travel to and from military duty, (4) pension contributions and service credit buybacks, (5) return-to-work procedures and re-employment rights and positions, and (6) compensation during certain qualified military leave under California law and San Francisco’s ordinances. A copy of the Complaint in this case can be viewed here: www.SFUSERRALawsuit.com.

The case is brought as a “class action” lawsuit in which the plaintiffs file suit on behalf of others with similar claims and seek to have these claims decided in a single court proceeding. The proposed class in this lawsuit is defined as

All current and former employees of the City and County of San Francisco who took leave from their employment with the City to engage in qualified military service on or after October 10, 2004 and through the date of judgment in this action.

You received this survey because you have been identified as a potential member of the class based on San Francisco’s records. The District Court has yet to make any determination regarding whether this case can or should proceed as a class action.

2. What is this current status of the case?

Plaintiffs filed suit in the United States District Court of the Northern District of California on February 13, 2020. At the request of the Parties, the Court has stayed the case since March 16, 2020 to allow Plaintiffs and San Francisco to explore the possibility of settling the case before engaging in further litigation and appointed Magistrate Judge Jacqueline Corley as the settlement judge. Since the stay, the parties have informally exchanged information about the claims and participated in several settlement conferences with Judge Corley to discuss the claims and their potential resolution through settlement.

There has not yet been any determination of the merits of the claims.

3. What is the contact information of Plaintiffs’ attorneys and the administrator of this notice?

If you have questions about this Notice or the survey, please contact the Notice Administrator, who can be contacted at:

Anderson, et al. v. The City and County of San Francisco, et al.
c/o CPT Group, Inc.
50 Corporate Park
Irvine, CA 92606
Telephone: 1-888-373-2581
Email: SFUSERRALawsuit@cptgroup.com

If the Notice Administrator is unable to answer your questions, you may also contact the attorneys who are representing Plaintiffs:

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4. How do I get more information?

Additional information and important documents from the case posted on the following website:

www.SFUSERRALawsuit.com

PLEASE DO NOT CALL THE COURT WITH QUESTIONS RELATED THIS NOTICE.