

FMLA Certification: What Every Manager Needs to Know.

1. **True or False. The majority of employees abuse FMLA regulations.**

The Best Answer:

False: Only a small minority take unfair advantage. Most employees recognize that although they have a legal right to family and medical leave, it's not appropriate to use it in ways that hurt their company.

2. **Linda has diabetes. She's certified to take intermittent FMLA leave whenever her feet grow painful. She comes into your office and says, "Boss, my feet are killing me today. I have to go home." After she leaves, you wonder whether she's telling the truth. You should:**

The Best Answer:

1. *Do nothing - And congratulations, you've just avoided a lawsuit. You have no grounds to challenge her.*

3. **Linda says her feet are killing her and you send her home. But as she's leaving, you look out your office window and see her walking to her car, briskly and without any apparent pain. You should:**

The Best Answer:

3. *The next day, ask her to recertify her need for intermittent leave - You have new information - her apparent ability to walk without pain - that casts doubt on the reason for her intermittent leave.*

4. **According to this Quick Take, what is the number one mistake managers make when dealing with FMLA leave?**

The Best Answer:

3. *Reacting out of frustration and striking back when confronted with possibly abusive absences.*

5. **Bob is recovering from heart surgery. He's certified to take intermittent FMLA leave for 120 days whenever he feels fatigued. Bob takes frequent FMLA days off, but after two months pass, he looks pretty good to you, and you'd like to reduce the frequency of his absences if possible. You should:**

The Best Answer:

1. *Do nothing - Congratulations! You've dodged another legal bullet. Because Bob's doctor put a specific time frame on his intermittent leave, you can't ask for recertification.*

6. **True or False. If an emergency comes up and you absolutely need an employee to work, you can demand that the person come to work and take his or her FMLA leave at a time that's more convenient for the company.**

The Best Answer:

False. Employees have a legal right to their leave and are not obligated to accommodate the company.

7. **You've already had Shelley recertify her intermittent FMLA leave twice. Now you're sending her back a third time. Shelley explodes: "I'm sick of this merry-go-round! It costs me \$25 every time I go to the doctor. I'm not doing it. YOU call my doctor if you're so interested." You should:**

The Best Answer:

3. *Refer the situation to HR - Under FMLA regulations, direct supervisors aren't allowed to contact an employee's doctor directly, even with permission. But HR can do so, or take whatever other action may be appropriate.*