

FMLA Certification:

What Every Manager Needs to Know

The purpose of FMLA

- The FMLA protects workers' jobs should they require time off to deal with medical and family issues
- Most workers are honest and use FMLA fairly
- Unfortunately, some workers game the system and managers must know how to control abuse



What you should and should NOT do

- You should NOT discipline a suspected FMLA abuser out of frustration
- You should follow FMLA medical certification rules when employees appear to be taking unfair advantage

What is FMLA medical certification and re-certification?

- In a nutshell, FMLA medical certification is a “doctor’s note” stating that a worker requires time off because of a medical condition
- This time can be taken as one lump sum or intermittently
- Employers have the right to require medical certification for FMLA leave requests ... and can require re-certification

Three rules of medical certification

- You can ask for re-certification every 30 days in most (but not all) cases
- Never use re-certification to punish people
- Never call the employee’s doctor yourself – leave that to HR

Why it works

- Employees pay for re-certification so cheating can get expensive
- Most doctors won’t play along with a scam