

FMLA Certification: What Every Manager Needs to Know

1. What are some reasons why recertification works in curbing FMLA abuse?

POSSIBLE ANSWERS:

- It costs the employee money. Employees who are tempted to abuse FMLA may think twice if you oblige them to obtain frequent recertifications at their own expense.
- It gives the employee's doctor a chance to reassess the situation. Most doctors are honest, and if you send a malingering employee back for recertification, the doctor may realize things aren't on the up-and-up.
- It sets a good example. When you start asking employees for recertification, co-workers will notice and think twice about committing abuse in the future.

2. According to this Quick Take, what are the key principles to keep in mind about FMLA recertification?

POSSIBLE ANSWERS:

- You can ask for recertification at least every 30 days.
- You can't talk to the employee's doctor directly, but HR can.
- You can't diagnose an employee yourself.
- You can't use recertification as a pretext for discipline or to single people out.

3. When can you ask for recertification more often than every 30 days?

POSSIBLE ANSWERS:

- If you learn the employee's condition has significantly changed, say, as the result of a new drug the person is taking.
- If you notice something suspicious about the pattern of the employee's FMLA absences.
- If you receive information casting serious doubt on the person's need for FMLA leave.