Family and Medical Leave Act
Certification of Health Care Provider for Employee's Serious Health Condition

Section I: Employer

Date: _____

Employee's name: _____
First Middle Last

Employee's job title: _____ Regular work schedule: _____

Job description is attached and further job details can be obtained from the employee.

Section II: Health Care Provider

INSTRUCTIONS to the HEALTH CARE PROVIDER: Your patient has requested leave under the FMLA. Answer, fully and completely, all applicable parts. Several questions seek a response as to the frequency or duration of a condition, treatment, etc. Your answer should be your best estimate based upon your medical knowledge, experience, and examination of the patient. Be as specific as you can; terms such as "lifetime," "unknown," or "indeterminate" may not be sufficient to determine FMLA coverage. Limit your responses to the condition for which the employee is seeking leave. **Failure to provide a complete and sufficient medical certification within _____ calendar days of the date above may result in a denial of your patient's FMLA request.**

Provider's name and business address:_____

Type of practice / Medical specialty: _____

Telephone: (_____)_____ Fax:(_____)_____

PART A: MEDICAL FACTS

1. Approximate date condition commenced: _____

   Probable duration of condition: _____

   Was the patient admitted for an overnight stay in a hospital, hospice, or residential medical care facility? Yes ____ No ____

   If yes , date(s) of admission: _____

   Date(s) you treated the patient for condition: _____

   Will the patient need to have treatment visits at least twice per year due to the condition? Yes ____ No ____

   Was medication, other than over-the-counter medication, prescribed? Yes ____ No ____

   Was the patient referred to other health care provider(s) for evaluation or treatment (e.g., physical therapist)?
   Yes ____ No ____

   If yes, state the nature of such treatments and expected duration of treatment:

2. Is the medical condition pregnancy? Yes ____ No ____

   If yes, expected delivery date: _____

Employee's name: _____
First Middle Last

3. Use the information provided by the employer in Section I to answer this question. If the employer fails to provide a list of the employee's essential functions or a job description, answer these questions based upon the employee's own description of his/her job functions.

   Is the employee unable to perform any of his/her job functions due to the condition? Yes ____ No ____

   If yes, identify the job functions the employee is unable to perform:

4. Describe other relevant medical facts, if any, related to the condition for which the employee seeks leave (such medical facts may include symptoms, diagnosis, or any regimen of continuing treatment such as the use of specialized equipment):

PART B: AMOUNT OF LEAVE NEEDED

5. Will the employee be incapacitated for a single continuous period of time due to his/her medical condition, including any time for treatment and recovery? Yes ____ No ____

   If yes, estimate the beginning and ending dates for the period of incapacity: _____

6. Will the employee need to attend follow-up treatment appointments or work part-time or on a reduced schedule because of the employee's medical condition? Yes ____ No ____

   If yes, are the treatments or the reduced number of hours of work medically necessary? Yes ____ No ____

   Estimate treatment schedule, if any, including the dates of any scheduled appointments and the time required for each appointment, including any recovery period:

   Estimate the part-time or reduced work schedule the employee needs, if any:

   _____ hour(s) per day; _____ days per week from _____ through _____

7. Will the condition cause episodic flare-ups periodically preventing the employee from performing his/her job functions?

   Yes ____ No ____

   Is it medically necessary for the employee to be absent from work during the flare-ups? Yes ____ No ____

   If yes, explain:

   Based upon the patient's medical history and your knowledge of the medical condition, estimate the frequency of flare-ups and the duration of related incapacity that the patient may have over the next 6 months (e.g., 1 episode every 3 months lasting 1-2 days):

   Frequency: _____ times per _____ week(s) month(s) _____

   Duration: _____ hours or _____ day(s) per episode

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Employee's name: _____
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ADDITIONAL INFORMATION (Identify question number with your additional answer):

Anticipated return to work date: _____
(required information)

Signature of Health Care Provider _____ Date _____