

# CERTIFICATION BY EMPLOYEE'S HEALTH CARE PROVIDER FOR EMPLOYEE'S SERIOUS ILLNESS – FMLA

*This form is to be completed by employee's Health Care Provider when employee is requesting FMLA and medical documentation is required pursuant to 512.41, 513.36 and 515.5 of the ELM. Form PS 3871 must be completed by employee.*

Employee's Name: \_\_\_\_\_  
EIN: \_\_\_\_\_ FMLA Case # (if known): \_\_\_\_\_

**Description of serious health condition** (On the back of this form is the description of "serious health condition" under FMLA. Does the patient's condition qualify under any of the categories described? If so, please check the applicable category. In all instances the information on the form must relate only to the serious health condition for which the current need for leave exists.)

\_\_\_\_ (1) Hospital Care                      \_\_\_\_ (3) Pregnancy                      \_\_\_\_ (5) Permanent/Long Term Condition  
\_\_\_\_ (2) Absence Plus Treatment                      \_\_\_\_ (4) Chronic Condition                      \_\_\_\_ (6) Multiple Treatments (Non-Chronic Condition)

Describe the medical facts and/or treatment that meet the criteria of the serious health condition checked above (this may include the symptoms, nature of the condition, dates of treatment, or any regimen of continuing treatment such as a course of prescription medication or therapy requiring use of specialized medical equipment; medical diagnosis/prognosis is not required):

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Date condition commenced: \_\_\_\_\_  
Probable duration of condition: \_\_\_\_\_  
Probable duration of present incapacity (if different): \_\_\_\_\_

Will the employee require leave on an intermittent or reduced schedule basis for planned medical treatment (e.g. follow-up treatment) of the employee's serious health condition, including pregnancy? \_\_\_\_ Yes \_\_\_\_ No

If yes, please provide an estimate of the dates and duration of such treatment and any period(s) of recovery:

Dates: \_\_\_\_\_  
Duration: \_\_\_\_\_ hour(s) or \_\_\_\_\_ day(s) per episode  
Period of Recovery: \_\_\_\_\_

Will the employee require leave on an intermittent or reduced schedule basis for the employee's serious health condition, including pregnancy that may result in unforeseeable episodes of incapacity (e.g. flare ups)? \_\_\_\_ Yes \_\_\_\_ No

If yes, please provide an estimate of the frequency and duration of such episodes of incapacity (e.g. 3 times per 1 month lasting 1-2 days):

Frequency: \_\_\_\_\_ times per \_\_\_\_\_ week(s) \_\_\_\_\_ month(s)  
Duration: \_\_\_\_\_ hour(s) or \_\_\_\_\_ day(s) per episode

Is the employee able to perform the essential functions of employee's position? \_\_\_\_ Yes \_\_\_\_ No

If no, describe the physical restrictions placed on the employee, including the duration of such restrictions.

\_\_\_\_\_  
\_\_\_\_\_

Health Care Provider's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Health Care Provider's Name (Please print): \_\_\_\_\_

Address: \_\_\_\_\_

Telephone Number: \_\_\_\_\_ Fax Number: \_\_\_\_\_

Specialty/Type of Practice: \_\_\_\_\_

(See Page 2 of this Form for Complete Description of FMLA "Serious Health Condition")

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