

# 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")

# Fmla Paperwork For Employers

**United States. Congress. Senate.  
Committee on Labor and Human  
Resources**

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## **Table of Contents Fmla Paperwork For Employers**

1. Understanding the eBook Fmla Paperwork For Employers
  - The Rise of Digital Reading Fmla Paperwork For Employers
  - Advantages of eBooks Over Traditional Books
2. Identifying Fmla Paperwork For Employers
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Fmla Paperwork For Employers
  - User-Friendly Interface
4. Exploring eBook Recommendations from Fmla Paperwork For Employers
  - Personalized Recommendations
  - Fmla Paperwork For Employers User Reviews and Ratings
  - Fmla Paperwork For Employers and Bestseller Lists
5. Accessing Fmla Paperwork For Employers Free and Paid eBooks
  - Fmla Paperwork For Employers Public Domain eBooks

- Fmla Paperwork For Employers eBook Subscription Services
- Fmla Paperwork For Employers Budget-Friendly Options
- 6. Navigating Fmla Paperwork For Employers eBook Formats
  - ePub, PDF, MOBI, and More
  - Fmla Paperwork For Employers Compatibility with Devices
  - Fmla Paperwork For Employers Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Fmla Paperwork For Employers
  - Highlighting and Note-Taking Fmla Paperwork For Employers
  - Interactive Elements Fmla Paperwork For Employers
- 8. Staying Engaged with Fmla Paperwork For Employers
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Fmla Paperwork For Employers
- 9. Balancing eBooks and Physical Books Fmla Paperwork For Employers
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Fmla Paperwork For Employers
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Fmla Paperwork For Employers
  - Setting Reading Goals Fmla Paperwork For Employers
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Fmla Paperwork For Employers
  - Fact-Checking eBook Content of Fmla Paperwork For Employers
  - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks

### 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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