**FMLA Red Flags for Managers**

* performance, but also build coaching relationships and increase morale.

Hiring an employee is a big investment of time, money and energy. Failing to address performance means low morale from fellow workers and, of course, reduced performance overall

**Important:**

* FMLA determinations are complex.
* Human Resources will make a final determination on eligibility.
* The cases below are some, NOT all events that require HR attention.
* If you aren’t sure, contact HR.

**Key FMLA Red Flags:**

**Unknown or specifically requested leave:**

* Employee requests medical leave and does not explain the need for the leave, or
* Employee specifically requests FMLA leave.

**MEDICAL:** Employee, spouse, parent or child with:

* An overnight stay in a hospital, or
* An absence for more than three consecutive calendar days for any medical reason, or
* Ongoing absences related to a chronic medical condition, or
* A workplace injury (including those covered under Workers’ Compensation) resulting in leave, or
* Pregnancy/prenatal care needs

**CHILDCARE:** Employee (whatever their gender) with:

* A need to care for/bond with a newborn child, or
* An adoption or foster child placement.

**MILITARY**:

* Caring for someone/next of kin injured in the line of military duties, or
* Family member called to active duty, or on active duty, or
* For military leave for SELF, contact Human Resources as other leave may apply.

**Important**:

Family members may not be limited to those mentioned above. In some cases, for example an “in loco parentis” relationship may exist which may cause an employee to qualify as a child or parent for that reason.

**Note**: Review state laws for state-specific provisions.

Written by a Catapult Advisor