CERTIFICATION OF HEALTH CARE PROVIDER FOR FAMILY MEMBER'S SERIOUS HEALTH CONDITION

(Family and Medical Leave Act of 1993)

SECTION I: For Completion by the EMPLOYER

INSTRUCTIONS to the EMPLOYER: The Family and Medical Leave Act (FMLA) provides that an employer may require an employee seeking FMLA protections because of a need for leave to care for a covered family member with a serious health condition to submit a medical certification issued by the health care provider of the covered family member. Please complete Section I before giving this form to your employee. Your response is voluntary. While you are not required to use this form, you may not ask the employee to provide more information than allowed under the FMLA regulations, 29 C.F.R. § § 825.306-825.308. Employers must generally maintain records and documents relating to medical certification, recertifications, or medical histories of employees' family members, created for FMLA purposes as confidential medical records in separate files/records from the usual personnel files and in accordance with 29 C.F.R. § 1630.14(c)(1), if the Americans with Disabilities Act applies.

Employer name and contact: <u>Community College of Philadelphia; 1700 Spring Garden Street;</u> <u>Philadelphia, PA 19130</u> Joan Paul, Benefits Coordinator; 215-751-8038 or Agnes Trummer, Director of Benefits; 215-751-8208. Fax # 215-972-6307

SECTION II: For Completion by the EMPLOYEE

INSTRUCTIONS to the EMPLOYEE: Please complete Section II before giving this form to your family member or his/her medical provider. The FMLA permits an employer to require that you submit a timely, complete, and sufficient medical certification to support a request for FMLA leave to care for a covered family member with a serious health condition. If requested by your employer, your response is required to obtain or retain the benefit of FMLA protections. 29 U.S.C. § § 2613, 2614(c)(3). Failure to provide a complete and sufficient medical certification may result in a denial of your FMLA request. 29 C.F.R. § 825.313. Your employer must give you at least 15 calendar days to return this form to your employer. 29 C.F.R. § 825.305.

Your name: First	Middle		Last	
Name of family member for whor	n you will provide care:			
taile of fulling memoer for whor	n you win provide cure. <u> </u>	First	Middle	Last
Relationship of family member to	you:			
If family member is your son	or daughter, date of birth:			
Describe care you will provide to	your family member and est	imate leave i	needed to provide ca	re:
			-	

Employee Signature

SECTION III: For Completion by the HEALTH CARE PROVIDER

INSTRUCTIONS to the HEALTH CARE PROVIDER: The employee listed above has requested leave under the FMLA to care for your patient. Answer, fully and completely, all applicable parts below. 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 patient needs leave. Page 3 provides space for additional information, should you need it. Please be sure to sign the form on the last page.

Pro	ovider's name and business address:
	pe of practice / Medical specialty:
Te	lephone: (Fax: (
PA	ART 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?NoYes. If so, dates of admission:
	Date(s) you treated the patient for condition:
	Was medication, other than over-the-counter medication, prescribed?NoYes.
	Will the patient need to have treatment visits at least twice per year due to the conditionNoYes.
	Was the patient referred to other health care provider(s) for evaluation or treatment (<u>e.g.</u> , physical therapist)? NoYes. If so, state the nature of such treatments and expected duration of treatment:
2.	Is the medical condition pregnancy?NoYes. If so, expected delivery date:
3.	Describe other relevant medical facts, if any, related to the condition for which the patient needs care (such medical facts may include symptoms, diagnosis, or any regimen of continuing treatment such as the use of specialized equipment):

car	ART B: AMOUNT OF CARE NEEDED: When answering these questions keep in mind that your patient's need for re by the employee seeking leave may include assistance with basic medical hygienic, nutritional, safety or nsportation needs, or the provision of physical or psychological care.							
4.	Will the patient be incapacitated for a single continuous period of time, including any time for treatment and recovery?NoYes. Estimate the beginning and ending dates for the period of incapacity:							
	During this time, will the patient need care?NoYes.							
	Explain the care needed by the patient and why such care is medically necessary:							
5.	Will the patient require follow-up treatments, including any time for recovery?NoYes.							
	Estimate treatment schedule, if any, including the dates of any scheduled appointments and the time required for each appointment, including any recovery period:							
	Explain the care needed by the patient, and why such care is medically necessary:							
6.	Will the patient require care on an intermittent or reduced schedule basis, including any time for recovery?NoYes.							
	Estimate the hours the patient needs care on an intermittent basis, if any:							
	Hour(s) per day; days per week from through							
	Explain the care needed by the patient, and why such care is medically necessary:							

7.	Will the condition	cause episodic	flare-ups perio	odically preventing the patient from participating in normal
	daily activities?	No	Yes.	

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

Does the patient need care during these flare-ups? _____ No _____ Yes.

Explain the care needed by the patient, and why such care is medically necessary:

Signature of Health Care Provider

Date