



**BENEFITS DEPARTMENT
LEAVE Q & A**

Q: Can an employee who is on Family Medical Leave Act (FMLA) be required to work, at the usual location or from home?

A: No, an employee on FMLA cannot be required to work at any location.

Q: Can an employee who is on Temporary Disability Leave (TDL) be required to work, at the usual location or from home?

A: No, an employee on TDL cannot be required to work at any location.

Q: Can an employee who is on FMLA volunteer to work from home?

A: Volunteering is not allowed. An employee may not work without an authorization to return to work from a medical professional.

Q: Can an employee who is on TDL volunteer to work from home?

A: Volunteering is not allowed. An employee may not work without an authorization to return to work from a medical professional.

Q: Can an employee return to work from FMLA and work from home?

A: An employee, who has been released to return to work by his/her medical provider, can return to work at home after he/she has provided a copy of the release to his/her supervisor, Human Resources and Benefits. He/she may return earlier than originally indicated as long as it is not before the release date. Bottom line: it doesn't matter where the "work" is performed—it's about a medical authorization to return to work.

Q: Can an employee return to work from TDL and work from home?

A: An employee, who has been released to return to work by his/her medical provider, can return to work at home after he/she has provided a copy of the release to his/her supervisor, Human Resources and Benefits. He/she may return earlier than originally indicated as long as it is not before the release date. Bottom line: it doesn't matter where the "work" is performed—it's about a medical authorization to return to work.

Q: Can an "idled" employee who is on FMLA return to ability to work status?

A: An "idled" employee, who has been released to return to work by his/her medical provider, can return to ability to work status after he/she has provided a copy of the release to his/her supervisor, Human Resources and Benefits. He/she may return earlier than originally indicated as long as it is not before the release date.

Q: Can an "idled" employee who is on TDL return to ability to work status?

A: An "idled" employee, who has been released to return to work by his/her medical provider, can return to ability to work status after he/she has provided a copy of the release to his/her supervisor, Human Resources and Benefits. He/she may return earlier than originally indicated as long as it is not before the release date.

Q: How is the new federal leave going to work?

A: The new federal leave law is not effective until 4/1/2020. We are currently gathering information so that we can administer this new law.