

Question on regarding the required documentation when taking leave under the Families First Coronavirus Response Act.

Below is an answer on documentation requests under the FFCRA as was discussed by the APWU and USPS Management.

As a follow-up, this is the exact language from the Department of Labor on documentation.

Question: What documentation do I need to provide to receive the FMLA benefit if I am caring for a child whose school or child care provider is closed?

Answer: Documentation is required, but the Postal Service is still finalizing documentation requirements for this leave. APWU expects that the Postal Service documentation requirement will be something that could be completed on a form 3971 and will not exceed the Department of Labor regulations which say,

Explanation:

An employee must provide his or her employer documentation in support of paid sick leave or expanded family and medical leave. As provided in § 826.100, such documentation must include a signed statement containing the following information: (1) The employee's name; (2) the date(s) for which leave is requested; (3) the COVID-19 qualifying reason for leave; and (4) a statement representing that the employee is unable to work or telework because of the COVID-19 qualifying reason.

An employee must provide additional documentation depending on the COVID-19 qualifying reason for leave. . . An employee requesting to take paid sick leave under § 826.20(a)(1)(v) or expanded family and medical leave to care for his or her child must provide the following information: (1) The name of the child being care for; (2) the name of the school, place of care, or child care provider that closed or became unavailable due to COVID-19 reasons; and (3) a statement representing that no other suitable person is available to care for the child during the period of requested leave.

For leave taken under the FMLA for an employee's own serious health condition related to COVID-19, or to care for the employee's spouse, son, daughter, or parent with a serious health condition related to COVID-19, the normal FMLA certification requirements still apply.