



Best Practices for Stopping FMLA Abuse

News

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Determining whether an individual is covered by the FMLA and whether requested time off is protected can sometimes be tricky. But obtaining medical certifications and recertifications of serious health conditions and having carefully thought-out conversations with employees suspected of abusing FMLA time off can help send fraudsters the message the you're monitoring requested time off. In an interview with *SHRM*, Grant Wills explains that employers should conduct investigations and interview employees suspected of abusing FMLA leave. He says: "Keep an open mind going into an investigation. Give the employee an opportunity to explain suspicious circumstances, and follow up on co-worker complaints. If it comes to it, follow up with neutral third-party surveillance."

To read the full article, visit [SHRM](#).

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