



# 10 Ways Employers Can Curb Intermittent FMLA Leave Abuse

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In the article, “10 Ways Employers Can Curb Intermittent FMLA Leave Abuse,” Attorney Melissa Dials offers up a number of tools that employers can utilize to curb Family and Medical Leave Act (FMLA) leave abuse within the workplace:

1. Certify and recertify.
2. Ask for a second opinion.
3. Establish and enforce call-in procedures for all absences.
4. Require use of paid leave.
5. Count all absences related to the condition.
6. Require employees to schedule medical appointments around work schedule.
7. Consider temporarily transferring employees who take foreseeable intermittent leave.
8. Establish a policy prohibiting employees from working a second job while on leave.
9. Follow up on suspicious circumstances.
10. Train front-line supervisors.

To read the full article, please visit the [Ohio State Bar Association](#).

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This article was also featured in the October 2016 issue of [Attorney at Law Magazine](#).

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