

FMLA Time Limits

Category : Benefits

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The AT&T FMLA processing Unit has made an administrative change with respect to extenuating circumstance letters. The FMLA Processing unit will consider written notification of extenuating circumstances no later than 15 days from the date of final denial.

In cases where the medical information is not received within the 15 days (plus 5 days for US Mail), the FMLA Processing Unit will consider (not guarantee) "late" medical information if accompanied by a letter or note from the members health care provider explaining the extenuating circumstances. In cases where the information provided contains compelling information showing the member was diligent in his/her efforts to provide the medical information in a timely manner, the information will be considered for FMLA determination.

If you have applied for FMLA and your manager has submitted your absence to the FMLA group, your doctor has fifteen days to submit your FMLA4 form. IT IS YOUR RESPONSIBILITY TO MAKE SURE THE DOCTOR HAS SUBMITTED THE FORM. If it is not received within the time limit it will automatically be final denied. If your medical documentation has been submitted and you have received an initial denial you are on a timeline for corrections from your doctor. DO NOT ignore the initial denial. Once you have received a final denial the company is standing firm and in most cases are not willing to reopen the claim.

FMLA forms are now being sent with the disability packet sent by SMAART. Do not forget to have the Doctor fill them out and send them in. This saves time if the disability is denied.