

SUBJECT: FMLA Education and Payment

SUBMITTED BY: Michigan Association of Osteopathic Family Medicine (MAOFP)

REFERRED TO: 2022 American College of Osteopathic Family Physicians (ACOFP)  
Congress of Delegates

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RESOLUTION NO. 7

- 1 WHEREAS, the Family Medical Leave Act (FMLA) entitles eligible employees to take unpaid leave  
2 for medical reasons<sup>1</sup>, which requires written certification from a healthcare provider<sup>2</sup>; and
- 3 WHEREAS, most physicians complete medical school and residency training with little to no  
4 training in completing legal documents such as FMLA certifications; and
- 5 WHEREAS, medical evaluation and completion of FMLA documentation may require a significant  
6 amount of a physician's time; now, therefore be it
- 7 RESOLVED, that the American College of Osteopathic Family Physicians (ACOFP) be encouraged to  
8 provide education regarding appropriate completion and use of FMLA documentation;  
9 and, be it further
- 10 RESOLVED, that the ACOFP provide its members with resources to aid physicians in appropriately  
11 and legally completing FMLA documentation; and, be it further
- 12 RESOLVED, that the ACOFP support reform to establish fair financial reimbursement for time  
13 spent in completion of FMLA documentation.

FINAL ACTION: REFERRED as of March 16, 2022

Explanatory statement: The Reference Committee recommends that the resolution be REFERRED to the state society for clarification of interpreting, documenting, and reimbursing to fulfill the requirements of FMLA. We agree that the intent of FMLA should be clarified so physicians are clear on how and what they are completing forms for and support further education. Please address what compensation is expected. We would recommend including education on other common legal forms as well.

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References:

<sup>1</sup> <https://www.dol.gov/agencies/whd/fmla>

<sup>2</sup> <https://www.dol.gov/agencies/whd/fmla/forms>