

EVIDENCE OF PERSONNEL ILLNESS AND EXTENDED ILLNESS

The employer may require evidence to verify proof of an employee's illness. Such proof shall be from a licensed medical, osteopathic or chiropractic physician. The employer reserves the right to send the employee to another physician, in which case the employer shall pay for the cost of the examination.

An employee who exhausts his or her paid leave and medical leave under the Family Medical Leave Act, may request additional unpaid leave. Except in highly exceptional circumstances, the total medical leave shall not exceed twelve months. Exceptional circumstances and a reasonable date for return to work must be verified by the employee's physician, and the employer may, at its own expense, send the employee to another physician.

Legal Reference: Iowa Code §§20, 85.33, .34, .38(3), 279.40 (2015).

Cross Reference: 409.1 Licensed Personnel Illness/Disability Leave

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