

Weathering the Leave Umbrella Case Study

The employee is a 52-year old male who is employed as a Field Tech for the Weed, Pest and Mosquito Abatement Department. His job duties include mixing, applying and recording pesticide applications, maintenance of equipment and driving to customer sites.

In October, the employee requests Intermittent Family Medical Leave (FML) due to a chronic disease that could potentially take him off work for up to two times per month for about eight hours per episode.

In December, while working on the job, he was hitting a part with a hammer, missed the part and hit his hand with the hammer. He suffered a right hand/finger fracture injury and was placed on the following work restrictions: No lifting/pushing/pulling greater than 10lbs; No repetitive gripping with right hand and wear splint. No time was lost and was working light duty until his surgery which had no complications. He was released to full duty by March 2018.

In April, the employee had a flare up of his chronic medical condition which caused him to fall and injure his right hand (at home). Without the use of his right hand, he is unable to return to work.

In July, the employee exhausts his 12 weeks of leave. He also receives a doctor's note from his treating physician that states his right hand is permanently disabled.

Group discussion:

Based on your experience, how would you approach this situation? Who would you include in this process?