



Enterprise FMLA & Medical Leave System Manager Quick Guide



INITIATING FMLA/MEDICAL LEAVE REQUESTS

Employees who need to request a medical leave of absence should submit the request online through the Enterprise FMLA & Medical Leave System (see the [Employee Quick Guide](#) for instructions).

Keep in mind that it is the employer's responsibility to designate leave as FMLA-qualifying, when eligible (whether unpaid or paid through substitution of paid leave). If an employee does not initiate the process themselves, you will need to follow up directly with a Medical Leave Coordinator.

HOW TO VIEW STAFF REQUESTS

As a manager, you will have access to review all active medical leave requests for any person who reports to you in the STAR HCM System (PeopleSoft).

1. Log in to the Medical Leave & FMLA Request Application at <https://fmla.wi.gov> with your **IAM username** and **password** (*this is the same log in and password that you use for the STAR HCM (PeopleSoft)*). Click **Sign In**.

FMLA
If you are an employee of DOT, DFI, DSPS, PSC, HEAB or DOA – do not use this application to request FMLA. You will continue to use the [Region 1 FMLA application](#) for now.

User ID

Password

2. Click on the **Medical Leave & FMLA Request** link. There are also several links on the page for FMLA-related resources.



[Medical Leave & FMLA Request](#)

Click on the above link to begin your leave request.

Please contact your local HR office or Medical Leave Coordinator if you have questions.

Prior to starting your request, you may want to review the following information about Medical Leave & FMLA:

- FMLA Toolkit (DOA – Division of Personnel Management)
- Federal FMLA Fact Sheet #28A: Employee Protections under the Family and Medical Leave Act
- Federal Family and Medical Leave Act Overview
- Federal Family and Medical Leave Act Employee Guide
- Federal FMLA Frequently Asked Questions
- Wisconsin Family & Medical Leave Act
- Wisconsin Family & Medical Leave Act Frequently Asked Questions
- Wisconsin Human Resources Handbook Chapter 724: Family and Medical Leave
- Leave of Absence Without Pay Administrative Code

3. You will be brought to the **My FMLA Requests** page. Click on the **Staff FMLA Requests** button at the top of the page.

[Back to Home](#) [Staff FMLA Requests](#)

Note: Click New Request to begin the FMLA request process. If entering an FMLA request on behalf of someone else, enter the Employee ID and click on New Request. Your session will time out due to inactivity longer than 15 minutes.

If you are an employee of DOT, DFI, DSPS, PSC, HEAB or DOA – do not use this application to request FMLA. You will continue to use the Region 1 FMLA application for now. Click here to access the Region 1 FMLA application. You may also access the application from the Region 1 HR Intranet page.

My FMLA Requests

Submission Date	Employee Name	Reason for Leave	Begin Date	End Date	Leave Type	Frequency Duration

4. On the **Staff FMLA Requests** page you will be able to review the following:

- Employee ID & Name
- Reason for Leave - Employee Illness, Family Illness, Parental, Military
- Begin and End Dates
- Leave Type – Block, Intermittent, Both
- Frequency Duration – How often and how long for intermittent leave requests/approvals
- Request Status
- FMLA/WFMLA Eligible – Leave may still be approved even if these fields indicate “No”.
- Reviewer – Assigned Medical Coordinator

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My Staff Requests

Employee ID	Employee Name	Reason for Leave	Begin Date	End Date	Leave Type	Frequency Duration	Status	FMLA Eligible	WFMLA Eligible	Reviewer
		Family Illness	07-26-2021	09-24-2021	Intermittent		Health Documentation	Yes	Yes	

SYSTEM NOTIFICATIONS

You may receive system generated emails in any of the following situations:

- When an employee submits a New Request
- When a request is Approved
- When a request is Denied
- When a request is Designated by the Medical Coordinator
- When a request has been closed and is no longer active



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MONITORING LEAVE

- Discuss scheduling expectations and call-in procedures with the employee:
 - Employee must explain why they could not follow call in procedures, if applicable.
 - Employee should try to schedule appointments and treatments outside of work hours when available.
- Keep a record of absence reasons.
- Use the information on the **Staff FMLA Requests** page to monitor FMLA usage and accurate reporting on timesheets.
- At times you may need to complete employee timesheets in the event of unexpected absences. Instructions are in the [Employee Quick Guide](#).
- Contact the assigned Medical Coordinator if any potential patterns of absenteeism or misuse of FMLA is noticed. Don't ignore suspected abuse. *Possible examples include:*
 - Monday/Friday/Holiday call ins
 - After a denied vacation request
 - Patterns of overuse
- Verify with Medical Coordinator that a Work Release has been received prior to the employee returning to work from a consecutive leave for their own serious health condition.

THINGS TO THINK ABOUT

- FMLA is time sensitive. Communicate with a Medical Coordinator when you become aware of an employee's need for medically-related leave.
- An employee does not need to specifically state they need FMLA. Watch out for the following:
 - Frequent Sick Leave and/or In Lieu of Sick Leave absences
 - Comments made by the employee regarding possible medical conditions (for themselves or family member)
 - If a family member reaches out regarding employee's medical condition
- Maintain employee's privacy and confidentiality.
- Fair and consistent treatment to all employees.
- FMLA leave cannot be considered in Performance Evaluations.

LET'S TALK FMLA (WITH STAFF)

Even though FMLA is confidential in nature, that doesn't mean when an employee calls in under FMLA that you can't ask additional questions.

- You can ask the reason the employee cannot come to work
 - Have you previously taken leave for this reason?
 - Is this for yourself or Family Member?
 - Treatment or unplanned absence?
- Does the employee plan to use paid or unpaid leave?
- When does the employee expect to return to work?

RESOURCES

- [FMLA Toolkit](#)
- [PeopleSoft Absence Management Job Aid](#)