# Banks School District No. 13

Code: GCBDA/GDBDA-AR(3)(C)

Revised: 6/8/09; 5/8/17

# **Military Family Leave**

Certification of Qualifying Exigency for Military Family Leave

## Section 1: (To be completed by the district:)

The Family Medical Leave Act (FMLA) and the Oregon Military Family Leave Act (OMFLA) provide that a district may require an employee seeking FMLA or OMFLA leave due to a qualifying exigency or due to notification of impending call to active duty or deployment to submit a certification. Employees may not be asked to provide more information than allowed under the FMLA or OMFLA regulations.

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District Name and Address:								
Super	Superintendent or designee information:							
Section 2: (To be completed by the employee:)  Complete the information below fully and completely. The FMLA or OMFLA permits the district to require that you submit a timely, complete and sufficient certification to support a request for FMLA or OMFLA leave due to a qualifying exigency or due to notification of impending call to active duty or deployment. Several questions in this section seek a response as to the frequency or duration of the qualifying exigency. Be as specific as you can; terms such as "lifetime," "unknown" or "indeterminate" may not be sufficient to determine FMLA or OMFLA coverage. Your response is required to obtain a benefit. While you are not required to provide this information, failure to do so may result in a denial of your request for qualifying leave. The district must give you at least 15 calendar days to return this form to the district.								
								Empl
Name			Last atus in support of a contingency oper	ration:				
	First	Middle	Last					
Relat	ionship of covered military member	er to you:						
Perio	d of covered military member's ac	tive duty:						
writte a con	en documentation confirming a cov	vered military member's active du one of the following and attach th	ave due to a qualifying exigency including or call to active duty status in supple indicated document to support that y status:	port of				
	A copy of the covered military member's active duty orders is attached.  Other documentation from the military certifying that the covered military member is on active duty (or has been notified of an impending call to active duty).  I have previously provided the district with sufficient written documentation confirming the covered military member's active duty or call to active duty status.							

### Part A: Qualifying Reason for Leave

Describe the reason you are requesting qualifying leave due to a qualifying exigency (include treason you are requesting leave):					
Describe the reason you are requesting OMFLA leave (include the specific reason below, either a) an impending call or order to active duty, or b) impending leave from deployment):					
A complete and sufficient certification to support a request for qualifying leave due to a qualifying exigency includes any available written documentation which supports the need for leave; such documentation may include a copy of a meeting announcement for information briefings sponsored by the military, a document confirming the military member's Rest and Recuperation Leave; a document confirming an appointment with a third party, such as a counselor, or school official, or staff at a care facility; or a copy of a bill for services for the handling of legal or financial affairs. Is available written documentation supporting this request for leave attached?   Yes No None available					
<b>B: Amount of Lea</b> The approximate of	ve Needed  date the qualifying exigence	y or deployment commen	aced or will commence is:		
The probable dura		eployment is:			
Will you need to be absent from work for a single continuous period of time due to the qualifying exigency of deployment?   Yes   No  If yes, estimate the beginning and ending dates for the period of absence:					
Will you need to be absent from work periodically to address this qualifying exigency or deployment?  ☐ Yes ☐ No  If yes, estimate the schedule of leave, including the dates of any scheduled meetings or appointments:					
Estimate the frequency and duration of each appointment, meeting or leave event, including any travel time (i.e. one deployment-related meeting every month lasting four hours) (FMLA only):					
Frequency:	times per	week(s)	month(s)		
Duration:	hours or	day(s) per event			

#### **Part C: Third Party Certification**

If leave is requested to meet with a third party (such as to arrange for childcare, to attend counseling, to attend meetings with school or childcare providers, to make financial or legal arrangements, to act as the covered military member's representative before a federal, state or local agency for purposes of obtaining, arranging or appealing military service benefits, or to attend any event sponsored by the military or military service organizations), a complete and sufficient certification includes the name, address and appropriate contact information of the individual or entity with whom you are meeting (i.e. either the telephone or fax number or email address of the individual or entity). This information may be used by the district to verify that the information contained on this form is accurate (FMLA only).

Name of individual	Title
Organization	
Address	
Telephone ()	Fax ()
Email	-
Describe the nature of the meeting:	
Part D: Employee Signature	
I certify that the information I provided above is true and given by the employee within five business days of receiv	
Signature of Employee CR4/13/17   RS	Date