



## San Carlos Unified School District #20

# COVID-19 Guidance for Employers - Fitness for Duty and Return to Work

**SCUSD requires employees to submit a fitness-for-duty certification before returning to work after being absent due a positive COVID -19 Diagnosis**

- Employees who take leave for such conditions may be asked to submit a certification from the employee's own health care provider that the employee is able to resume work.
- If reasonable safety concerns exist regarding the employee's ability to perform his or her duties and/or remain contagious on the condition for which leave was taken.
- If an employee fails to timely submit a properly requested medical certification (absent sufficient explanation of the delay), FMLA protection for the leave may be delayed or denied. If the employee never provides a medical certification, then the leave is not FMLA leave.
- If an employee fails to submit a properly requested fitness-for-duty certification, the employer may delay job restoration until the employee provides the certification. If the employee never provides the certification, he or she may be denied reinstatement.