

**LOUISIANA STATE UNIVERSITY
HEALTH CARE SERVICES DIVISION**

POLICY NUMBER: 4555-18

CATEGORY: Human Resources

CONTENT: Medical Excuse

EFFECTIVE DATE: April 15, 2008

REVIEWED: October 26, 2009

REVIEWED: October 19, 2010

REVIEWED: October 19, 2011

REVIEWED: April 16, 2014

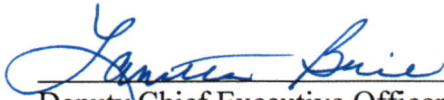
REVIEWED: March 4, 2015

REVIEWED: October 26, 2015

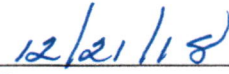
REVIEWED: April 12, 2017

REVIEWED: December 18, 2018

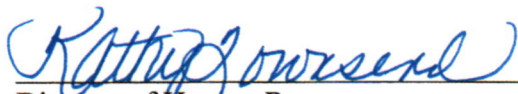
INQUIRIES TO: Human Resources Administration
LSU Health Care Services Division
Post Office Box 91308
Baton Rouge, LA 70821-1308
Telephone: (225) 354-4843 Fax: (225) 354-4851




Deputy Chief Executive Officer
LSU Health Care Services Division



Date



Director of Human Resources
LSU Health Care Services Division



Date

**PHYSICIAN'S STATEMENT POLICY
LSU - HEALTH CARE SERVICES DIVISION**

I. STATEMENT OF POLICY

It is the policy of the LSU Health Care Services Division (HCS D) to comply in all respects with the rules promulgated by the State Department of Civil Service and the provisions of the Family Medical Leave Act. Therefore, it is the policy of the HCS D that employees may be required to provide a medical excuse in order to return to work after an illness, regardless of the duration of the absence. Should an employee be examined or treated by an HCS D physician, including clinic and Emergency Room visits, additional information must be provided by the employee to document actual examination and/or treatment for a medical or psychiatric condition.

II. APPLICABILITY

This policy shall be applicable to all employees with the HCS D Administrative Office (HCS DA) and Lallie Kemp Regional Medical Center (LAKMC). LAKMC may issue internal policy and/or procedure as applicable or required.

III. IMPLEMENTATION

This policy and subsequent revisions to this policy shall become effective upon approval of the HCS D Deputy CEO.

IV. RESPONSIBILITIES

Executive Staff members and Hospital Administrators are responsible for assuring that managers, supervisors, and employees within their organizational authority comply with the provisions and the intent of this policy.

V. GENERAL PROVISIONS

- A. In the event a Supervisor determines a medical excuse is necessary to support a request for sick or "B" leave, regardless of the length of the absence, the employee must provide the statement upon return to work. An employee may be placed on leave without pay for the absence until such excuse is provided.
- B. A refusal to produce a medical excuse may result in disciplinary action, up to and including termination of employment.
- C. All Medical excuses must be on letterhead, an excuse template, or a prescription template, dated and signed by the health care practitioner.
- D. The employee must provide the original excuse; no duplicates will be accepted.
- E. Any excuse that appears to have been altered may be verified with authorization from

the employee to contact the treating physician for verification of the excuse. Should the employee refuse, the supervisor may place the employee on leave without pay for the entire period covered by the excuse.

- F. With authorization, a Supervisor, or other staff in authority, may contact the treating physician/medical office to verify information on the excuse such as, date(s); times; location; physician name; etc. At no time, shall medical information/diagnosis be requested and/or discussed, without signed release from employee.

VI. STATEMENTS FROM HCSD FACILITIES AND PHYSICIANS

In the event an employee is seen by a health care practitioner at an HCSD Clinic or Emergency Room, in addition to a medical excuse, the employee must provide the following:

- A. If the employee was seen in the Emergency Room, an original discharge sheet or screening documentation;
- B. If the employee was seen in the clinic, an original, receipt, screening document or other satisfactory proof that the appointment was kept.

VII. ENFORCEMENT/VIOLATIONS

Failure to adhere to the intent of this policy may result in disciplinary action up to and including dismissal. Employees are placed on leave without pay until satisfactory evidence as detailed in this policy is provided. The failure to follow a directive to provide a medical excuse within a specified period will constitute insubordination and will result in a review for disciplinary action, up to and including termination of employment.