

Medical Leave of Absence (MLOA)

Craft Professional Employee Checklist



IMPORTANT: A Medical Leave of Absence (“MLOA”) request is for employees who miss **4 or more consecutive days** due to an employee’s own personal medical condition supported by their treating healthcare provider.

All individual medical leave requests are evaluated to determine if they meet Family Medical Leave Act (“FMLA”) qualifications. Medical leaves determined to be FMLA qualifying will be deducted from an employee’s available FMLA leave bank. If an employee’s medical leave request does not meet FMLA qualifications, submitted forms and documentation will be used to reach a determination on their MLOA request.

- If a leave from work is needed due to a family member’s medical condition, then an employee should submit a request for [FMLA](#) instead of MLOA.
- If an employee is not eligible for FMLA or MLOA and needing leave due to personal circumstances, they should speak with their supervisor to determine potential alternatives.

MLOA Request:

- Submit your MLOA request via eHealthsafe as soon as you are aware you will be off work 4 or more consecutive days due to your own personal medical condition.
 - Requests should always be made **prior** to returning to work. Late requests entered into the system could be denied.
 - Requests can be made up to 30 days prior to a MLOA start date.
 - Requests will be reviewed by the HMS Leave Management team.
 - Using a Computer go to www.up.com, then select “Employees”, then select “More”. In the “Employee Access” section, select “Request Leave” which will take you to the eHealthsafe portal to submit your request.
 - Using a Mobile Device go to www.up.com, at the top right corner, you will see an icon for “Menu”. Select “Employees”, then you will see the “Employee Access” section. Select “Request Leave” which will take you to the eHealthsafe portal to submit your request.
- Print the initial leave request MLOA documents ([Directions Link](#) – within eHealthsafe by clicking “Messages/Attachments”). This information will also be sent via standard USPS Mail to your address on file.
 - Initial MLOA Request Letter
 - Certification of Healthcare Provider (Form 16874)
 - Form 16874 will be used to make an approval determination regarding your MLOA request.
 - Return-to-Work Medical Status Form (Form 1600)
 - Form 1600 will be used to determination regarding your return-to-work clearance.
 - Fax Barcode Coversheet
 - FMLA Rights & Responsibilities
- Upload into eHealthSafe or fax a completed Certification of Healthcare Provider (Form 16874) to Leave Management (402) 501-0067 within 15 days of your MLOA request
- If your medical leave request is for 30 days or less and you were not off due to a serious health condition or event**, you have the option to submit a fully completed Return-to-Work Medical Status Form (Form 1600) to substantiate your need for leave request in lieu of the Certification of Healthcare Provider (Form 16874) **as soon as your treating healthcare provider clears you to return-to-work**. Submitting this form will help expedite your leave determination and return-to-work. It will be utilized to substantiate both your leave and support your safe return to work.

- [Directions Link](#) (How to Upload/Fax) - If the Certification of Healthcare Provider form is not received within 15 days or does not substantiate your MLOA request, your absence may be considered unexcused and subject to the attendance policy.

- Railroad Retirement Board (RRB) Sickness Benefits.** You may be entitled to Railroad Retirement Sickness Benefits administered by the U.S. Railroad Retirement Board. For more information on this benefit, contact the RRB (877) 772-5772 or go to the [RRB website](#) (www.rrb.gov) and download an Application for Sickness Benefits form SI-1AB. The RRB typically requires an application for sickness benefits within 10 calendar days from the first day off work
- Pay.** Medical leave of absence is unpaid leave. You may choose (or you may be required, depending on your department policy or collective bargaining agreement) to use paid leave concurrent with your leave. To use paid leave, employees must comply with paid leave policies and follow your department's procedures for requesting such paid leave.
- Employee Assistance Program (EAP).** Union Pacific offers 24/7 cost-free, confidential, professional [Employee Assistance Program \(EAP\)](#) services to its employees and their immediate family members. The EAP offers a range of services, including mental health counseling, non-work related legal and financial consultations, work-life integration, and wellness resources, all designed to help you navigate and enhance your overall quality of life. Questions? Confidentially contact (800) 779-1212 or visit [mypaseap.com](#) and enter UPRR as the organization code.

MLOA Start:

- After submitting your MLOA request, it will be reviewed by Leave Management to determine if you will be placed in pending leave status on the beginning date provided once your request has been processed.
 - The status of your leave request is available on the Employee tab in eHealthSafe.
 - **If your MLOA start date changes or needs to be adjusted, submit a [TRM ticket](#) and provide updated documentation to support new leave dates.**
 - Medical Leave of Absence (MLOA) and Family and Medical Leave Act (FMLA) run concurrently if you are eligible for FMLA and have FMLA bank available. This means your MLOA time will be deducted from your rolling 12-week FMLA bank if your MLOA meets FMLA qualifications.
 - Requests for additional information may be made. You are required to comply with the request within the timeframe stated. You will be provided with a detailed letter explaining what is needed.
 - Failure to submit sufficient and complete information or failure to respond to requests for additional information within the required timeframes may result in your pending leave dates reverting to unexcused absences which could result in a violation of attendance and discipline policies. Absences incurred which are not supported by medical documentation may revert to unexcused absences in accordance with your attendance policy.

MLOA Extension:

If you need to extend your medical leave of absence, submit an updated Certification of Healthcare Provider (Form 16874) **prior** to the end of your approved leave by uploading into eHealthSafe or faxing into (402) 501-0067. Updates to a prior form must be initialed and dated by your treating healthcare provider to include additional dates of leave requested.

Return-To-Work:

- Requirements for Leaves Less than 30 Days and not a [Serious Health Condition or Event](#):** Submit a fully completed Return-to-Work Medical Status Form (Form 1600) as soon as your treating healthcare provider clears you to return-to-work. You can email this form to medicalrtw@up.com or fax the form to (402) 233-2081.
 - You will not be able to return to work until you are cleared by Health and Medical Services.
 - Failure to provide a fully completed Return-to-Work Medical Status Form (Form 1600) within 24 hours of your return-to-work clearance date may result in unexcused absences and be subject to the attendance policy and discipline process administered by your department.

- Requirements for Leaves Greater than 30 Days or a [Serious Health Condition or Event](#):** Contact Health and Medical Services at 402-544-7011 **no later than thirty (30) days** (when possible) prior to your anticipated return-to-work date to review documentation needed to evaluate return to work clearance. Employees who have been off work for more than 30 days, or absent due to a serious health condition or event, will generally be required to **submit condition-specific return-to-work medical forms** provided by HMS and/or **medical records** in lieu of the Return-to-Work Medical Status Form (Form 1600).
 - You will **not** be able to return to work until you are cleared by HMS Clinical Services.
 - Failure to take action and submit return to work documentation timely may result in delayed return to work medical clearance.

- Should you have any questions regarding the return-to-work process or information needed to support your timely return to work, please contact Health and Medical Services at (402) 544-7011.

- After you are notified by Health and Medical Services that you are cleared to return to work, contact your Manager/Department to schedule return to work.

Helpful Links and How To's:

- [Medical Leave of Absence](#)
- [Family and Medical Leave Act \(FMLA\)](#)
- [Health & Medical Services \(Clinical Services\)](#)
- [How to print MLOA/FMLA documents](#)
- [How to upload documents to support your MLOA request](#)
- [How verify if documentation was received to support your MLOA request](#)
- [How to check the status of your MLOA request](#)
- [Return to Work Instruction](#)
- [Restricted Prescription Medications](#)

Have a MLOA question? Submit a [TRM ticket](#) to Leave Management