

CNCS Employee Denied Leave Under Family Medical Leave Act

Closed 2/2/2019

The Corporation for National and Community Service (CNCS), Office of Inspector General (CNCS-OIG) investigated an allegation that CNCS improperly denied leave under the Family Medical Leave Act (FMLA) to one of its employees. The investigation revealed that CNCS – Office of Human Capital inaccurately informed the employee’s supervisor that the employee was not eligible for FMLA. The investigation found the employee was in fact eligible for leave under the FMLA based on the employee’s prior creditable Federal service.

Agency/Administrative Actions

CNCS management concurred with the CNCS-OIG’s finding. CNCS-OHC indicated it has subsequently conducted training regarding approval of FMLA and changed its processes to ensure other employees with prior Federal service are not improperly denied leave under FMLA.

Case ID: 2018-008