

July 16, 2014

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Administrator  
Wage and Hour Division  
U.S. Department of Labor  
Room S-3502  
200 Constitution Ave, NW  
Washington, DC 20210

**Re: Form WH-380-F – Family and Medical Leave Act**

Dear Sir / Madam:

I am writing to you to present my feedback on Form WH-380-F in relation to the Paperwork Reduction Act Notice and Public Burden Statement. In that statement, the average time for respondents to complete the form is estimated as 20 minutes. From my experience, not only this estimate lacks accuracy, but the procedure is discouraging and even humiliating.

The form is lengthy and redundant. Its complexity and detailed questions take away too much time from health care providers working with patients with serious health conditions. Additionally, the form asks for specific predictions where each case of the same condition can take a different course and each patient can require different amount, frequency and type of care, while the need for such care is obvious.

Have you analyzed the current forms submitted over the last couple of years? Are these numerous hours spent by highly qualified physicians cost-effective? Is it consistent with the standards of the Obamacare? How many of these forms were rejected? Would not the purpose be achieved by physician's statement that a patient has a chronic condition – heart failure, weak kidneys, anemia, Parkinson's disease, dementia or a Hepatocellular carcinoma – liver cancer?

With illnesses of such magnitude, it is inevitable that the patient will need constant physical and psychological support. Therefore, simply stating diagnosis should be sufficient for the purpose of FMLA.

Additionally, asking the doctor to describe in detail the very personal aspects of care is a violation of patients' and their families' dignity during the times when these individuals are most vulnerable.

In summary, I suggest that the form be abbreviated.

Sincerely,

Krzysztof A. Sikorski

A handwritten signature in black ink, appearing to read 'K. Sikorski', followed by a horizontal line.