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Sent: Sunday, November 13, 2016 4:26 PM

To: Chief Evaluation Office

Subject: USDOL seeking comments from employees and employers on their experiences with FMLA-Submission from Fernan R. Cepero

Importance: High

My advice and comment is wait and see how the Trump Administration will address the interplay between FMLA and Paid Family Leave. The Republican platform made no specific references to paid family leave, but the party has called for ideas such as comp time in lieu of mandates and tax incentives to support this kind of benefits program. At press time, President-Elect Trump also proposed six weeks of paid maternity leave. The Trump plan would enhance unemployment insurance (UI) to include six weeks of paid leave for new mothers so that they can take time off of work after having a baby.

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Comments due 12/27/2016. I inserted the permalink in the article below to make it easier to get more information. Diane

CCH News 11/2/2016

DOL asking for comments on new FMLA data collections – COMMENT OPPORTUNITY

The Department of Labor is seeking comments on two proposed data collection instruments that will be used to collect information on employee and employer perspectives on the FMLA: (1) a survey of employees on use of leave, need for leave, and their experience with FMLA-eligible leave, which is anticipated to occur in 2017 and 2018; and (2) a survey of employers on employee use of leave, and their experience managing FMLA leaves (for those covered by FMLA), which also is anticipated to occur in 2017 and 2018. A notice of the data collections was published in the *Federal Register* October 28.

Launch Page: <https://www.federalregister.gov/documents/2016/10/28/2016-26084/agency-information-collection-activities-submission-for-omb-review-comment-request-family-and>

To better understand the range of perspectives on the FMLA, the DOL's Chief Evaluation Office has commissioned the development and administration of two surveys to collect information about the need for and the experience with family and medical leave from employees' and employers' respective

perspectives (Wave 4 Surveys). The DOL said that this effort will build on previous information collection efforts, as the new surveys will update and expand on the evidence about FMLA use and leave-taking that has been generated by three prior “waves” of surveys (1995, 2000, and 2012). The OMB Control Number for this information collection request is 1205-ONEW.

At this time, the DOL is requesting clearance for the implementation of site visit protocols, focus group protocols, and a survey. Specifically, the DOL is looking for comments that:

- Evaluate whether the proposed collection of information is necessary for the proper performance functions of the agency, including whether the information will have practical utility;
- Evaluate the accuracy of the agency’s burden estimate of the proposed information collection, including the validity of the methodology and assumptions;
- Enhance the quality, utility, and clarity of the information to be collected; and
- Minimize the burden of the collection of information on those who are to respond, including through the use of appropriate automated, electronic, mechanical, or other technological collection techniques or other forms of information technology—for example, permitting electronic submissions of responses.

Copies and comments. Copies of the proposed information collection request may be obtained and comments about it may be submitted to: ChiefEvaluationOffice@dol.gov; or by mail or courier to Christina Yancey, Chief Evaluation Office, OASP, U.S. Department of Labor, Room S-2312, 200 Constitution Avenue NW., Washington, DC 20210.

Written comments must be submitted on or before December 27, 2016. All submissions received must include the agency name and OMB Control Number for this information collection. Because the DOL continues to experience delays in receiving mail in the Washington, D.C., area, it strongly encourages commenters to transmit comments electronically via email or to submit them by mail early.

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