

**From:** [Loveless, Annessa \(DSHS/HRD\)](#)  
**To:** [WHDPRAComments](#)  
**Subject:** FW: feedback to the proposed updates to the DOL  
**Date:** Monday, September 30, 2019 1:22:58 PM

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To whom it may concern,

On behalf of The State of Washington's DSHS division I am providing feedback to the proposed updates to the DOL FMLA medical certification forms.

The proposed FMLA medical certification forms will really provide medical clarity relative to the condition selected as it breaks down the type of regimen needed for particular conditions and could possibly reduce the amount of medical verification that employers have to seek to understand the expected absence patterns and the employer can ensure that it is granting leave for a qualifying reason and for an appropriate duration. Although it is generally the employee's responsibility either to furnish a complete and sufficient certification or to furnish the health care provider who is providing the certification with any necessary authorization from the employee to the employer to support the FMLA request, the proposed updates will assist the employer review and determine if the medical certifications meet all of the qualifying reasons to approve their FMLA.

There is concern relative to pregnancy being listed as a qualifying reason for FMLA, which could be difficult to differentiate to an employee /employer whether the pregnancy is related to a pregnancy disability versus the option to use FMLA for baby bonding time once the baby has been born.

In section 4c: 'Medication, other than over-the-counter has been / will be prescribed', there is no line for follow up, or follow-up question if the medication did, or will impact their ability to work.

Thank you,

Annessa Loveless  
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