

From: Julie Kashen [<mailto:julie@makeitworkcampaign.org>]

Sent: Thursday, December 22, 2016 12:41 PM

To: Chief Evaluation Office

Subject: Please see comments attached

Thank you! Have a wonderful holiday season!

Julie

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Julie Kashen

Policy Director

[Make it Work Campaign and Make it Work Action](#)



December 22, 2016

Christina Yancey
Chief Evaluation Office, Office of the Assistant Secretary for Policy
U.S. Department of Labor
Room S-2312, 200 Constitution Avenue NW
Washington, DC 20210

Re: Department of Labor, Wage and Hour Division Comment Request; Family and Medical Leave Act (FMLA) Wave 4 Surveys, OMB Control Number 1205-0NEW

Dear Ms. Yancey,

We strongly support the Family and Medical Leave Act (FMLA) Wave 4 Surveys. These are critically important surveys, which have been invaluable tools for gauging the effectiveness of the FMLA. This data is not available anywhere else, and it helps employers, employees and the agency to understand the experiences of everyone involved in employee leaves.

This information is vital to the performance of the Department of Labor's (DOL's) function as the agency charged with administering and enforcing the FMLA. Updated data is particularly important as employees and employers adapt to the changing economy and new demographic and labor force trends. We urge DOL and the Office of Management and Budget (OMB) to move forward expeditiously with the surveys.

Make it Work is a national community uniting people who believe we shouldn't have to choose between being there for our family and earning a living. The DOL has a crucial role to play in collecting and using valuable data about FMLA so that we know more about how employees are using it and employers are administering it. This will also help the Department to identify gaps in compliance and opportunities for further public education and enforcement efforts.

The FMLA surveys are a unique source of data that is unavailable anywhere else. The proposed sample sizes are large enough to conduct substantial subgroup analysis, which will further improve the agency's performance with respect to FMLA implementation. We urge DOL and OMB to field the new surveys without delay.

We appreciate the opportunity to submit comments on these surveys. If you have any questions regarding this comment, please contact me at Julie@makeitworkcampaign.org.

Sincerely,

A handwritten signature in brown ink, appearing to read 'Julie', followed by a stylized flourish.

Julie Kashen
Policy Director
Make it Work