

From: [Kylie Hannas](#)
To: [WHDPRAComments](#)
Subject: FMLA Forms Suggested Revisions - Public Comment
Date: Tuesday, August 13, 2019 11:56:58 AM

Hello,

I'm the Benefits Manager for a large business operating out of multiple states. Part of my role is to oversee all leave administration. We currently have rampant FMLA abuse, so I process around 100+ FMLA requests per year.

While I believe these changes were intended to clarify the process, I believe that the new forms would actually open us up to more abuse, and reduce our ability to effectively manage FMLA. The details below address my concerns with each form.

Notice of Eligibility and Rights/Responsibilities

- 6 pages is a bit excessive if you ask me. It makes it almost impossible to follow the flow of the form, I mean really.
- The old structure is easier to follow and understand.

Certification for the Employee's Serious Health Condition -

- Adding the additional information under the employer section is redundant, and increases the opportunity for errors and discrepancies between the notice of eligibility/rights & responsibilities.
- However, I do like the information being on that form. Maybe it could be removed from the notice of eligibility form since that's now 6 pages long?
- The check box structure for the medical provider is confusing. Also, if an employee is trying to abuse FMLA, the current structure allows us more flexibility to ID whether or not the condition is FMLA qualifying. Under this structure with the check boxes, they're essentially guaranteed FMLA if they request it.
- There should be more lines to fill in medical facts under Item 9. 2 is not enough.
- Under Part B, could you add a will not option for each of these? Again, I find this flow very confusing and hard to follow. I have no doubt the doctors will as well.
- I like that under part C, there is a place to state that the employee is/was/will be able to perform all of their job functions.
- I like the definition of a serious health condition added on the final page. But, would this be better to provide just to the employer? Does the employee really need it?

Certification for the Serious Health Condition of the Family Member –

- I like the check box structure on the relation to the employee, and the care provided.
- Adding the additional information under the employer section is redundant, and increases the opportunity for errors and discrepancies between the notice of eligibility/rights & responsibilities.
- However, I do like the information being on that form. Maybe it could be removed from the notice of eligibility form since that's now 6 pages long?
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- I like the definition of a serious health condition added on the final page. But, would this be better to provide just to the employer? Does the employee really need it?

Designation Notice

- 4 pages is a bit excessive, and again it's difficult to follow. The shorter structure works better in my opinion.

Thank you,

Kylie Hannas | Benefits Manager

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