

From: [Rachel Battaglia](#)
To: [WHDPRAComments](#)
Subject: FMLA
Date: Saturday, August 10, 2019 1:49:12 PM

FMLA language needs to be more specific about how much and how specific medical information is required to be shared. For instance, the individuals reviewing FMLA paperwork on the employer side are never medical professionals. They require an extensive amount of paperwork and information and often require employees to release their entire medical record to the employer. The FMLA reviewer then gets to choose what information they would like to share with the supervisors under very vague “need to know” guidelines. For example, my employer required actual surgical records to certify my leave. Did they need that information after they were supplied with written documentation of the name, type, and date of my surgery? And then discharge paperwork from the hospital again certifying what surgery I had and when it took place and how long I was in the hospital. Did they need the surgical record? Absolutely not. But the current language of FMLA protects the employer, not the employee and strips all privacy from the employee. This needs changed.

Email is being sent from my iPhone, please excuse any spelling errors or autocorrections.

Rachel Battaglia, PsyD
Pediatric Licensed Psychologist