

From: [Mark Emrick](#)
To: [WHDPRAComments](#)
Subject: form 381
Date: Friday, August 16, 2019 11:04:06 AM

Hi,

I want to make a quick comment about the Rights and Responsibilities form revision. I would suggest removal of the word “Substitutions” when talking about the leave running concurrently (page 4, part B). Although the remainder of the paragraph says – concurrent, the word Substitution implies ‘in place of’ and that is not what is happening. I think it will just confuse employees and create an argument that we don’t need to have.

Thanks for allowing input.

Mark

Mark Emrick MSHR, SPHR
HR Business Partner
Employers Association of the NorthEast (EANE)

People . . . Business . . . Success

Toll Free: 877-662-6444 x3011

memrick@eane.org

www.eane.org

Have you checked out the NEW EANE website? Improved features include:

Single log in | Calendar view of public trainings | Intuitive site search | And More!

[Click here to learn the shortcuts that will help you leverage all the new features with our user tips!](#)



“The only thing worse than training your employees and having them leave is not training them and having them stay”