

From: [Ballard, Peyton](#)
To: [WHDPRAComments](#)
Subject: Proposed Changes to FMLA Forms
Date: Thursday, August 29, 2019 10:24:01 AM
Attachments: [image001.png](#)

To whom it may concern:

As an HR professional working for a company of 800 employees, I think that the FMLA process could be improved in a variety of ways. In regards to the proposed changes, I think the forms should be updated to provide more generalized responses that enhance the HR professional's ability to process and meet standards.

I fully support changes that reduce the amount of guess work involved in making determinations. I also think that the HR professional should be given a packet of necessary forms in place of individuals forms to download because this could increase the likelihood that the employee needing FMLA receives the correct documentation. Currently, all forms are separated and that could cause confusion for new HR professionals and/or those new to administering FMLA at their respective organizations.

Readability changes are also a desperate change that needs to be implemented because the employee and/or physicians that are filling out these forms have little to no comprehension of what they are completing. This leaves HR professionals with the burden of deciphering or have to send back the forms.

Hopefully this feedback will be beneficial for DOL and their representatives when deciding how to make the FMLA process more efficient.

All the best,
Peyton

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