

**From:** [Schlueter, Cat](#)  
**To:** [WHDPRAComments](#)  
**Subject:** Suggestion for FMLA forms revisions  
**Date:** Thursday, August 29, 2019 4:37:18 PM

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Good afternoon,

Upon review of the proposed revisions to the FMLA forms, I find that they are much easier to interpret and explain for HR administrators and to the employees.

I also feel the medical providers will find them easier to complete, which will make our jobs in HR a whole lot easier, so thank you!!

I ask you to kindly consider including either on the Notice of Rights and Responsibilities or the Designation Notice something to the effect of:

“Based on information received

by \_\_\_\_\_, we are ***provisionally*** designating any leave taken for purposes related to the condition/circumstances as indicated to be counted toward your 12 week FMLA entitlement. Determination of FMLA eligibility will be finalized upon receipt of completed certification within the established timeframes as required.”

And on the WH-381 change the wording to “we learned that you may need leave”... Perhaps there could be a checkbox on

that form which refers to provisional designation?

Due to liability of individual employees, supervisors, and organizations as a whole, Human Resources administrators very frequently initiate the FMLA process when they learn of a POSSIBLE FMLA qualifying/eligible circumstance.

There are a handful of different forms floating around the WWW from various organizations which speak to provisional FMLA, but it would be very helpful for HR professionals if the forms provided by DOL could include language relating to “provisional FMLA”.

Thank you very much for your consideration of these suggestions.

Regards,

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*"People don't care how much you know until they know how much you care." Authentic Servant Leaders authentically care about other people—especially "the least of these." ~ Ron Holifield*

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