From: <u>Lori Smith</u>

To: WHDPRAComments
Subject: Control Number 1235-0003

Date: Tuesday, September 03, 2019 12:02:58 PM

Please consider:

Providing in the update FMLA document WH380E, a definition for incapacity. A clearer definition that provides the understanding that incapacity is in relationship to the employees job duties. I have many physicians understand this to be in the medical sense as bed-ridden.

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