

From: [Claudia Arellano](#)
To: [WHDPRAComments](#)
Subject: FMLA revision input
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Regarding form WH-380 Section I – Employer Instructions.

If employers may not request certification to bond with a newborn child or placement of an adopted child – such as proof of birth (e.g. birth certificate to measure one year from date of birth) then how can employers protect themselves from those employees who may falsely claim to be entitled to this type of leave? Employers would like to at least be able to obtain copy of birth certificate or proof of a legal adoption.

Thank you.

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