

From: [Paige Donna M](#)
To: [WHDPRAComments](#)
Subject: DOL Proposed changes to FMLA forms
Date: Wednesday, September 11, 2019 1:23:34 PM
Attachments: [image001.png](#)

Good Afternoon,

I like the newer forms overall. I would like to add suggestions and input regarding the new/revised FMLA forms. Providers seem confused with the section on the Family Member Serious Health Condition forms. Specifically, the questions regarding *reduced work schedule vs intermittent leave/time away from work*. Is there any way to make it a bit more clear? Such as, "How much time is the employee allowed to be away from work to care for this family member?"

The providers also fail to list the dates for the family member being incapacitated (time, and time again). Would it be possible to add, "dates required" so that they understand writing unknown may not be acceptable? Alternatively, directly under or over that particular question *"Be as specific as you can; terms such as "lifetime," "unknown," or "indeterminate" may not be sufficient to determine if the benefits and protections of the FMLA apply."*

Could the comment "must answer, required or please check all, do not skip or write N/A" be added to each section?

Lastly, it would be a huge time saver if the providers were required to have some sort of continued education like the DOT providers, or something annually or bi-annually to help them to better understand the leave administrator point of view when receiving incomplete or vague forms.

Thank you,

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