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To: [WHDPRAComments](#)
Subject: Comments on Proposed FMLA Forms
Date: Thursday, September 05, 2019 5:18:01 PM

Certification of Health Care Provider for Employee's Serious Health Condition:

- Under Section II – Health Care Provider Part A:
 - The proposed changes have the health care provider checking a box indicating appropriate medical information on #3a – 8. There are situations in which an employee's health condition may fall under more than one category. For example, the employee may require #3a inpatient care and #8 Conditions requiring multiple treatments. The instructions state for the medical provider to *"Select the appropriate category"*. If they choose only one, say #3a, then pertinent information regarding continuing treatment dates would not be given.
 - Is it possible to change the directions to "Select all appropriate categories"?
- Under Section II – Health Care Provider Part B:
 - #3a and #3b: If the health care provider checks #3a stating the patient is *"referred to other health care provider(s) for evaluation or treatment"* then the referring provider does not have the knowledge to answer #3b *"Provide your best estimate of the duration of the treatment(s), including any recovery period"*. They are being referred for a reason and to place the responsibility of listing the duration of treatment and recovery period on the referring provider is not prudent.
 - I believe #3b needs to be removed.

Certification of Health Care Provider for Serious Health Condition of the Family Member:

- Under Section III – Health Care Provider Part A:
 - See the section above titled "Under Section II – Health Care Provider Part A" for the Certification of Health Care Provider for Employee's Serious Health Condition. Those points relate to this section as well.
- Under Section III – Health Care Provider Part B:
 - See the section above titled "Under Section II – Health Care Provider Part B" for the Certification of Health Care Provider for Employee's Serious Health Condition. Those points relate to this section as well.

Notice of Eligibility and Rights & Responsibilities:

- Section III, Part B
 - I have a question concerning the statement "Your FMLA leave will be used at the same time as". If for example, the short term disability, does not start immediately upon first day of FMLA but later during the leave, would the employee still check the Short Term Disability box?

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