

From: [Schneider, Chasta](#)
To: [WHDPRAComments](#)
Subject: FMLA: Proposed Forms Revision
Date: Thursday, September 05, 2019 12:59:27 PM

To Whom It May Concern,

From the beginning, FMLA forms have been a hinderance for employers, employees and doctors' to take care of employees who need to go on leaves in an efficient manner. This is stressful for not only the employer, but for the employee themselves. Over the years, this has not improved as the current forms are confusing and everyone seems to have their own interpretation of what information is actually being asked for and what is required to make a determination. Too often, employers receive the forms back with much of the needed information missing which inevitably delays our ability to approve an employee's leave. A revision of these forms is long overdue.

That being said, after reviewing the revised versions, I am very pleased with the changes. While there is still some room for improvement from my POV, the new forms are much easier to understand and appear to be more effective at getting the proper information documented. The one area I will call out is the verbiage and lack of separation between choices and the statements. These could be a little cleaner as currently it all runs together making it read oddly. Here is an example.

This is how it is on the draft statement:

Inpatient Care

The patient o has been / o is expected to be admitted for an overnight stay in a hospital, hospice, or residential medical care facility. List the date(s) of admission_____

Here is a suggested revision to cleanly make the statement relevant to either answer without the run-on effect.

Inpatient Care

The patient o has been / o is expected . . . to be admitted for an overnight stay in a hospital, hospice, or residential medical care facility. List the date(s) of admission_____

Thank you for your consideration.

Best Regards,

Chasta Schneider