

Waterman, Robert - WHD

From: John D George <John.D.George@kp.org>
Sent: Wednesday, October 02, 2019 5:18 PM
To: WHDPRAComments
Subject: Comments regarding FMLA forms revisions....

Questions (5b) Job description ☐ is / ☐ is not attached and (7) Statement of the employee's essential job functions: Drop both of these statements. It is out of general medical providers' scope to evaluate job descriptions or essential job functions. They are not occupational specialists.

Question 1. State the approximate date the condition started or will start: is ambiguous. Is it the first date of onset of the condition (could be years), or is it the date that this FMLA certification takes effect? The question should be worded to explicitly indicate the start date of the FMLA certification period like What date does this FMLA take effect? Nobody cares that the original onset date was five years ago

Question 5. The condition is pregnancy. State the expected delivery date: Please add the statement: For any leaves associated with pregnancy, certification of pregnancy is all that is required cover any pregnancy-related leave. Employers routinely make pregnant women get multiple FMLAs to cover their pregnancy-related intermittent, treatment, and continuous leaves, even though those leaves are covered by the mere fact the patient is certified pregnant.

PART C: Essential Job Functions: ☐ The employee ☐ was able / ☐ is able / ☐ will be able to perform all of his / her job function(s). If a provider plans on checking any of these boxes, he or she would not waste their time completing an FMLA form. They would not complete the form and instead tell their patient that he or she does not have a serious health condition that qualifies for FMLA leave.

Thanks,

John D. George, Practice Specialist
KPSC Release of Information and Medical Certification Management
Call via Microsoft Teams or 626-405-5065, Tie Line 335

Active members can request medical records, and FMLA and State Disability Insurance certifications online by going to kp.org/requestrecords

For Release of Information Unit Contact information, go to kp.org/contactroi/scal

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