

From: [Breznik-Young, Bonnie S](#)
To: [WHDPRAComments](#)
Subject: comments for Control Number 1235-0003,
Date: Thursday, October 03, 2019 6:38:51 PM

Please accept our comments or questions for control number 1235-0003.

For all notices

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WH-380-E

- Page 4, #2: Provide different example for “planned medical treatments” such as chemotherapy.
- Provide definition for “restriction, the limitation, what the employee cannot do” vs “outcome or the accommodation” *Many medical practitioners take the suggested accommodation from the employee which does not allow the employer to use the required “interactive process” to determine the best accommodation.*

WH-380-F

- Page 2, item 2b: Provide overview of FMLA qualification and definition of “disables” as it applies to children 18 years or older.
- Page 4, item 7: Include pregnancy definition from page 6 here

WH-381

- Page 5: Add option that states the employee has the option to either use paid time off during their FMLA or take FMLA unpaid.
- Page 5, Part C: Bold “unpaid” in first line for clarity.
- Question – Page 5: Is indicating that FMLA will be used concurrently with Workers’ Compensation a legal requirement to include on the designation when it applies?
- Question – Page 5: What is the intent of “The applicable conditions for use of paid leave include:” section? How is this to be used?

WH-382

- Question – Page 3, items 3 and 4: What does “substitute” refer to when indicating an employee may “substitute or use paid leave” during their FMLA?

Regards,



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