

From: [Soon Kwon](#)
To: [WHDPRAComments](#)
Subject: Suggestions
Date: Tuesday, August 13, 2019 11:50:28 AM

I have been taking care of my elderly parents for many years and am grateful that we have FMLA. However, I never understood how to use that benefit properly.

Most of FMLA coordinators assumed that I knew most of rules of FMLA.

That's why I hesitated to contact that FMLA coordinators and simply using my annual leaves instead.

I believe they are there to help people who needs it not to dictate.

Also the form I used were unnecessarily long and confusing.

Especially when I provided that form to foreign medical professionals, they tried to change me because they needed to fill out the paperwork in English using their valuable time.

This inconvenient made me uncomfortable every time.

Do I need to renew my FMLA status every year if there's chronically health conditions to my elderly parents?

What do I need to provide after using FMLA?

What do I need to do if there's scheduled treatment when I need to make a visit plan?

Please provide those rules and policies in different languages.

Also please consider to hire coordinators with bilingual ability as well.

That will help big when I need to obtain information from them.