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**To:** [WHDPRAComments](#)  
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TO : Division of Regulations, Legislation, and Interpretation, Wage and Hour, U.S. Department of Labor

Regarding: Newly Proposed FMLA forms

The Proposed Notice of Eligibility, Rights and Responsibilities is very long and cumbersome. Many employees already find these forms daunting and many pages are being added that will increase this problem. Therefore, my recommendation is as follows:

Separate out all of the military leaves and have a separate Notice of Eligibility Rights & Responsibilities for those. This will greatly shorten and focus the forms to the specific need that the employee has. Instead of one form that's trying to cover all possible reasons for leave, have 2 separate notices as shown below:

- Notice of Eligibility Rights and Responsibilities for employee or family non-military leave
- Notice of Eligibility Rights and Responsibilities for all military related leaves.



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