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Please respond to nobody@a1289.g.akamai.net

Record Type: Record

To: John Morrall@EOP

cc:

Subject: Suggestion for Regulatory Reform

Name:

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Name of Guidance:

The Family and Medical Leave Act

Regulating Agency:

Department of Labor

Subagency (if any):

Employment Standards, Wage and Hour

Citation (Code of Federal Regulation):

Federal Regulations Part 825, Title 29, Part 825, of the CFR

Authority (Statute/Regulation):

Title 29, Part 825 of the CFR

Description of Problem (Nature of Impact and on Whom):

The company I work for is a manufacturing company with approximately 110 union plant employees. During the calendar year 2001, 26 employees utilized FMLA. The difficulty with this lies in the fact that over half of these employees took intermittent leave, leaving the company with scheduling and production problems because they called in the day of their leave after already exhausting all of their accrued sick time. We spend a great deal of time on each employee notifying them, making sure the paperwork comes back on time, making sure that it qualifies, communicating with them along the way and when their file is closed. We have found a pattern of employees that once their leave is exhausted, they will immediately apply for FMLA for a serious health condition that is

intermittent and typically subjective in nature such as depression.

Proposed Solution:

The company I work for is a manufacturing company with approximately 110 union plant employees. During the calendar year 2001, 26 employees utilized FMLA. The difficulty with this lies in the fact that over half of these employees took intermittent leave, leaving the company with scheduling and production problems because they called in the day of their leave after already exhausting all of their accrued sick time. We spend a great deal of time on each employee notifying them, making sure the paperwork comes back on time, making sure that it qualifies, communicating with them along the way and when their file is closed. We have found a pattern of employees that once their leave is exhausted, they will immediately apply for FMLA for a serious health condition that is intermittent and typically subjective in nature such as depression.

Estimate of Economic Impacts (Quantified Benefits and Costs if possible / Qualified description as needed):

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