



nobody@a1289.9.akamai.net
05/07/2002 03:16:10 PM

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

Record Type: Record

To: John Morrall@EOP

cc:

Subject: Suggestion for Regulatory Reform

Name:

Nicole Gartzke

Address:

Telephone No.:

E-mail address:

nicoleg@bergerbros.com

Name of Guidance:

Regulating Agency:

Dept of Labor, Employment Standards Administration

Subagency (if any):

Wage and Hour Division

Citation (Code of Federal Regulation):

Title 29 Part 825 of Code of Regulations

Authority (Statute/Regulation):

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

Although FMLA provides people who need time away from work to care for their family members needs, it has poses problems for some employers. For example, we are a manufacturing company with approximately 150 employees. We had 26 employees take FMLA last year. Many took FMLA more than once for different reasons ie. own health condition and spouse health condition. I believe the most difficult problem is that most of the employees who take FMLA at our organization take intermittent leave. It is very difficult to plan a schedule for when products can be shipped to customers if you are not sure whether 5-10 of your operators could be out on FMLA each day. Most of our employees appear to need FMLA once they have already exhausted all their paid time off hours. I feel that the definition

of what defines a serious health condition needs to be defined more clearly.

Proposed Solution:

Although FMLA provides people who need time away from work to care for their family members needs, it has poses problems for some employers. For example, we are a manufacturing company with approximately 150 employees. We had 26 employees take FMLA last year. Many took FMLA more than once for different reasons ie. own health condition and spouse health condition. I believe the most difficult problem is that most of the employees who take FMLA at our organization take intermittent leave. It is very difficult to plan a schedule for when products can be shipped to customers if you are not sure whether 5-10 of your operators could be out on FMLA each day. Most of our employees appear to need FMLA once they have already exhausted all their paid time off hours. I feel that the definition of what defines a serious health condition needs to be defined more clearly.

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

Although FMLA provides people who need time away from work to care for their family members needs, it has poses problems for some employers. For example, we are a manufacturing company with approximately 150 employees. We had 26 employees take FMLA last year. Many took FMLA more than once for different reasons ie. own health condition and spouse health condition. I believe the most difficult problem is that most of the employees who take FMLA at our organization take intermittent leave. It is very difficult to plan a schedule for when products can be shipped to customers if you are not sure whether 5-10 of your operators could be out on FMLA each day. Most of our employees appear to need FMLA once they have already exhausted all their paid time off hours. I feel that the definition of what defines a serious health condition needs to be defined more clearly.