

Revised FMLA Forms Now Available

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The U.S. Department of Labor has introduced newly [revised forms](#) for employers to use when employees seek and use leave under the Family Medical Leave Act.

While the substantive requirements for employers remain unchanged, the department explains that the new forms are intended to be easier for employers, leave administrators, and health care providers to understand and convey information required by the FMLA.

Among other benefits, the department's new forms provides for:

- A more definite explanation that paid leave provided by the employer must run concurrently with FMLA
- A listing of family members that can be checked for family leave when an employee needs to care for a family member
- Clarification that employers must designate a leave as FMLA whenever the leave is covered by act
- A space for health care providers to confirm that the employee does not suffer from a serious health condition

Employers should note that the department's new forms are optional, and are not specifically required by the FMLA. Thus, employers are required to accept old certification forms from its employees.

If you have any questions regarding the Department's revised FMLA forms, please [contact me](#) or any member of the [Barley Snyder Employment Practice Group](#).