

Note to reviewer of 1235-0026

Justification for non-material change request FMLA Employee Survey 2012

The Family and Medical Leave Act Employee Survey was granted OMB clearance on 12-28-2011. The agency was authorized to conduct two surveys, one for employees and one for employers. The Department indicated to OMB that we would be participating in cognitive testing of the instrument. During agency initial pre-testing, it was determined that the allotted fifteen minute increments to conduct the employee survey was running long by an average of seven minutes per survey. As a result, the agency has dropped certain questions from the initial instrument in order to comply with the 15 minute phone interview and previously approved burden hours. The Department is submitting the revised instrument in line with the results of the cognitive testing.