

Changes to form WH-380-E, Certification for the Employee's Serious Health Condition

General

1. Added color to WHD logo and section breaks
2. Added opening information with references to the statute, regulations, and WHD FMLA website
3. Reorganized order of information and instructions provided
4. Added line for employee's name to every page
5. Changed questions to statements to be confirmed by checking a box
6. Aligned text and checkboxes
7. Shortened section titles
8. Added date formatting prompts
9. Renumbered items
10. Bolded selected text for emphasis
11. Removed excess blank lines
12. Added chart explaining the FMLA definition of a serious health condition
13. Rephrasing for plain language, and changes to language to be consistent form to form

Section I: Employer

14. Removed employee section and added instruction to employer section that either the employer or employee may complete
15. Added instruction that certification requests to bond with a child are not permissible
16. Removed "contact" from employer name line
17. Added date line and return by date
18. Added at least 15 calendar days instruction to due date request
19. Moved essential job functions information to employer section

Section II: Health Care Provider

20. Added definitions of serious health condition and incapacity to the instructions
21. Added to instructions that some state or local laws may not allow disclosure of the patient's private medical information
22. Added to instructions information about certification due date
23. Added instruction to print the health care provider's name
24. Added entry for e-mail contact information

Section II, Part A: Medical Information

25. Added instructions to the subsection
26. Added check box options for medical conditions
27. Added examples to the medical conditions
28. Added checkbox option for "None of the Above"
29. Reduced number of blank lines for providing additional information

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30. Deleted questions about treatment and periods of incapacity duplicated in Part B

Section II, Part B: Amount of Leave Needed

- 31. Added checkboxes
- 32. Added examples
- 33. Changed format, if treatment needed
- 34. Changed format, if reduced leave schedule needed
- 35. Changed format, if intermittent leave needed

Section II, Part C: Essential Job Functions

- 36. Created new Part C: Essential Job Functions
- 37. Added instructions
- 38. Added checkbox entry for whether the employee can perform any one or more of the job functions