

Employee Benefits & HR Update

Department of Labor (DOL) Releases New FMLA Forms

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The U.S. Department of Labor (DOL) recently released [new forms](#) for employers to use in connection with leave taken by their employees under the federal [Family and Medical Leave Act](#) (FMLA). The new forms reflect a new expiration date of **May 31, 2018**. (Previously released versions of the forms had contained month-to-month expiration dates.)

Background

Under the FMLA, [eligible employees](#) of covered private employers (generally those with **50 or more employees** in at least 20 workweeks in the current or preceding calendar year) are entitled to take unpaid, job-protected leave for [specified family and medical reasons](#), including to care for an immediate family member with a serious health condition.

New Forms

The following forms have been updated with the new expiration date:

- [WH-380-E Certification of Health Care Provider for Employee's Serious Health Condition](#)
- [WH-380-F Certification of Health Care Provider for Family Member's Serious Health Condition](#)
- [WH-381 Notice of Eligibility and Rights & Responsibilities](#)
- [WH-382 Designation Notice](#)
- [WH-384 Certification of Qualifying Exigency For Military Family Leave](#)
- [WH-385 Certification for Serious Injury or Illness of Covered Servicemember -- for Military Family Leave](#)
- [WH-385-V Certification for Serious Injury or Illness of a Veteran for Military Caregiver Leave](#)

For more information on the new FMLA forms, please [click here](#).

For additional information, please login to your HR Library account and visit our section on [Family and Medical Leave Act](#). If you do not have a username and password, please contact your Brown & Brown broker consultant

