



## STATE PERSONNEL SYSTEM

**ADVISORY:** HRMA #2020-007

**DATE:** July 21, 2020

**SUBJECT:**

*Revised FMLA Model Forms and Notices from the U.S. Department of Labor*

**STATUTES/RULES/REGULATIONS/LAWS:**

*29 CFR Part 825 – The Family and Medical Leave Act*

**FORMS:**

**ADDITIONAL REFERENCE MATERIALS:**

Dear Colleagues,

The U.S. Department of Labor (DOL) has issued revised model Family and Medical Leave Act (FMLA) forms and notices effective June 2020. Although the previous model FMLA forms may continue to be used, the purpose of the revised forms as stated by the DOL is to make the forms easier to understand for employers, leave administrators, healthcare providers, and employees seeking to use FMLA.

[WH-380-E Certification of Health Care Provider for Employee's Serious Health Condition under the Family and Medical Leave Act](#)

[WH-380-F Certification of Health Care Provider for Family Member's Serious Health Condition under the Family and Medical Leave Act](#)

[WH-381 Notice of Eligibility & Rights and Responsibilities under the Family and Medical Leave Act](#)

[WH-382 Designation Notice under the Family and Medical Leave Act](#)

[WH-384 Certification for Military Family Leave for Qualifying Exigency under the Family and Medical Leave Act](#)

[WH-385 Certification for Serious Injury or Illness of a Current Servicemember for Military Caregiver Leave under the Family and Medical Leave Act](#)

[WH-385-V Certification for Serious Injury or Illness of a Veteran for Military Caregiver Leave under the Family and Medical Leave Act](#)

In addition to the links above, the forms, along with frequently asked questions about the forms, may be accessed from the DOL [here](#).

If you have any questions, please contact Mark Helms at 850-487-1508 ([mark.helms@dms.fl.gov](mailto:mark.helms@dms.fl.gov)) or John Apthorp at 850-922-1274 ([john.apthorp@dms.fl.gov](mailto:john.apthorp@dms.fl.gov)).

**PREPARER'S INITIALS:** MSH/MDG

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