

New Rules Would Water Down FMLA

Speak Up to Protect Family & Medical Leave

Once again, employers are trying to make it harder for workers to take time off under the Family Medical Leave Act (FMLA).

On Feb. 11, the Department of Labor issued proposals for rules that would open new loopholes for employers to deny leave to workers who need to take time off.

These proposed rules are still under consideration. Now is the time for working Teamsters to speak up to preserve our family and medical leave rights.



Proposed Change #1: Create Excessive New Notification Requirements for Employees

- The new rule would require employees to tell their employer 1) that they cannot perform their job functions or that a family member cannot perform his or her daily activities and 2) whether or not they intend to visit a healthcare provider.
- The current rules only require an employee to tell the employer why they are taking leave and how long they expect to be out.
- If an employee forgets any one of these magic words, the employer could deny their leave.

Proposed Change #2: Require a Detailed Fitness Report Every Thirty Days

- Workers on intermittent leave would be required to submit up to 12 fitness reports a year—even if they only take one or two days off in a month.
- The doctor would have to certify that the employee can perform each and every one of a list of job duties set by the employer—another loophole for employers to deny leave.

Make Your Voice Heard

The Department of Labor is accepting comments on the new proposals until April 11 on their website.

Go to www.tdu.org/fmla to read a sample comment and to contact the Department of Labor today.

The information in this bulletin is provided by Teamsters for a Democratic Union:
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