

Shari Garcia

34309 E Columbia Ave, Scappoose, OR 97056

April 8, 2008 9:04 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I was at work one night when my husband came in holding my three year old son who was barely conscious. We went straight to the emergency room where he was found to be having severe kidney problems. He ended up needing to have three surgeries and spending several weeks in the hospital. If I hadn't been able to use FMLA I would have lost my job. Not only did the FMLA help me keep my job I was also able to collect sick leave pay while I was with my son so as not to have a great financial burden added to the stress.

Sincerely,
Shari Garcia
34309 E Columbia Ave
Scappoose, OR 97056

Joanna G Farmer

10111 Central St. Apt. 318, Kansas City, MO 64114

April 8, 2008 8:23 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I know others who needed FMLA to take care of family needs. One person had to take care of her mother who was in hospice. Another had a tragic death in her family. When her sister died, my friend went through a severe depression and needed time to take care of herself. She needed help with her two young children. FMLA is a compassionate approach to helping families during unexpected events.

Sincerely,
Joanna G Farmer
10111 Central St.
Apt. 318
Kansas City, MO 64114

Kelly Greenhawk

904 South Morris Street, Oxford, MD 21654

April 8, 2008 8:19 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Due to a long-term medical condition, my doctor doesn't want me to work more than 32 hours a week. Using the existing FMLA laws, I am able to work a 4 day work week, taking leave without pay for the 5th day.

Sincerely,
Kelly Greenhawk
904 South Morris Street
Oxford, MD 21654

Laura Parat

719 S. Fairfield Ave. , Elmhurst, IL 60126

April 8, 2008 6:21 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have had to use the FMLA after the birth of my son. He nearly died at birth and I needed more time off than I was allowed. The FMLA allowed me more time to be with my sick infant who was in the Neonatal ICU. The emotional and mental strain I went through was incredible and I needed more time to get through the recovery and the near loss.

Sincerely,
Laura Parat
719 S. Fairfield Ave.
Elmhurst, IL 60126

Kathryn Cupples

1710 Oakridge Ct , Menasha, WI 54952

April 8, 2008 4:20 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I was able to take maternity leave through my school district under FMLA. There were no serious family illnesses but I feel that the time taken to help nurture my child was just as important. I have no relatives nearby so I needed the all the time I could get to recover since I didn't have a lot of outside help after bringing home the baby. I also needed the time to get her on a schedule so she would be good for the daycare. Without this leave, I don't feel that my family could have gotten as far as we did.

Having a child is tough on a body and especially the body of a 35 year old as opposed to a 25 year old. It can sometimes take far longer than 6 weeks to recover from the stress of labor on a body. Add to that the mental stress that occurs after the baby arrives. If that time is taken away from mothers and fathers, I believe that our country will see a rise in unhealthy families both physically and mentally. I also believe that women returning to work would be less efficient. I know it can be done and I have full faith in my fellow women to be resilient and physically fit but I also believe that there is something to be said for the nurturing that needs to take place at home; both for the baby and its mother.

Sincerely,
Kathryn Cupples
1710 Oakridge Ct
Menasha, WI 54952

Deborah Hall

3015 SE Westview Rd , Milwaukie, OR 97267

April 8, 2008 12:12 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am writing to urge you to reconsider your proposed changes to the Family Medical Leave Act.

In July of 2005, I was diagnosed with what the doctors called "a huge growth in my abdomen". The growth turned out to be a 15 pound fibroid tumor that was successfully removed in early August of that same year. My doctor may the positive diagnosis 5 days before the surgery. I had to be off work for eight weeks for the recovery period. I didn't have much accrued leave time available (a little more than two weeks) due to being ill quite a bit because of the tumor.

Had it not been for the FMLA, I would not have been assured health insurance during my time off, and may have faced a job loss. I had been laid off in March-April of 2005, and was in a new job when the diagnosis and surgery happened.

Please do not take away this vital resource for working Americans. Please do not abandon us in our time of need... Have a heart!

Deborah Hall

Sincerely,
Deborah Hall
3015 SE Westview Rd
Milwaukie, OR 97267

Suzanne Scott

7922 Knottingham Cir unit D, Darien, IL 60561

April 8, 2008 12:09 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I had the major surgery hysterectomy, and I couldn't lift anything for ten weeks. I have two jobs that require heavy lifting, teaching art on a cart and sales at the Container Store. I used Xmas break for the first two weeks. Then I used sick days for eight weeks at my teaching job. I took FMLA at Container Store. I knew if I went to work, I would end up lifting, and cause major, internal problems. I healed completely because was able to take off work without losing my job.

Sincerely,
Suzanne Scott
7922 Knottingham Cir
unit D
Darien, IL 60561

Myra Cole

1500 Witte Road , Houston, TX 77080

April 7, 2008 11:21 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am a senior retired grandmother of three children who are being raised by a single father (my son). If it had not been for the FMLA that came into play last year when he had to take off from his job to have an emergency hernia operation. Without that guaranteed income he would have been laid up for those three weeks with no pay and no way to pay rent and buy food for his children.

Please do not tamper with the one few benefits that hard working Americans have left.

Sincerely,
Myra Cole
1500 Witte Road
Houston, TX 77080

Ken Cado

4866 Maple Cove Rd , Langley, WA 98260

April 7, 2008 11:03 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

On a number of occasions I would have needed and used FMLA except that I had adequate sick leave to cover my absences.

My mother-in-law suffered from dementia and in 2003 I had to travel to Southern California six times to tend to her needs.

A few years later my wife who'd had a kidney transplant in 1990 became very ill and ultimately died last year. Without adequate sick leave and/or FMLA it would have been incredibly difficult and expensive to care for her.

FMLA needs to be strengthened and easier to use, not more difficult!

Sincerely,
Ken Cado
4866 Maple Cove Rd
Langley, WA 98260

Mark Barrera

7626 Callaghan 708, San Antonio, TX 78229

April 7, 2008 10:37 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have never used FMLA and probably never will. However, I will go on supporting the act and the principles behind it because it is these kinds of values that make a strong and lasting people.

Sincerely,
Mark Barrera
7626 Callaghan
708
San Antonio, TX 78229

Megan Lynd Meier

2442 W. Wilson Ave. , Chicago, IL 60625

April 7, 2008 10:18 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband and I are both public school teachers in the city of Chicago. We are patriotic, hard working civil servants.

Last month, I gave birth to our first daughter, Evelyn Margaret. It is only because of FMLA that I am able to take time off work and truly experience the most amazing event in my life. I cherish every moment I am able to stay home with her. I have accrued enough sick days to be paid for most of my leave. We will have to struggle for the few weeks when I will not be paid, so I can not imagine how we do it if I had no pay for the entire 12 weeks. My husband had to return to work after only one week home.

If anything, FMLA should be strengthened so that people can take care of each other without the loss of pay. Please do not weaken this life saving policy!

Sincerely,
Megan Lynd Meier
2442 W. Wilson Ave.
Chicago, IL 60625

Juanita Plaskon

738 Greenleaf Drive , Monroeville, PA 15146

April 7, 2008 9:02 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Both my husband and I utilized FMLA to take care of our son when he was born in 2005. FMLA allowed us to care for and bond with him for almost a full year without having to place him in day care. I was fortunate to take an entire semester off (unpaid) and still have my tenured faculty position available to me. My husband (who is a member of the National Association of Letter Carriers) was able to take his accrued vacation (paid, 3 weeks) in conjunction with FMLA (unpaid, 12 weeks). Both of us felt the financial sacrifice was necessary to welcome this child we desired and created. This leave is PAID in many European countries. I know this would be quite unreasonable to ask for in the United States so please protect what little and valuable time we do have to care for our children. They are only small once.

Juanita Plaskon AFT, Local 2067

Sincerely,
Juanita Plaskon
738 Greenleaf Drive
Monroeville, PA 15146

Mary McDonald

300 walnut street , west homestead, PA 15120

April 7, 2008 9:00 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am a widow raising a daughter--I recently had a heart problem--without FMLA I would have been unemployed and on welfare. I know I would have lost my home. it was a Godsend. I have to use it when I have an episode.....otherwise I'd be on SSI----I feel that I am a productive member of society and I am able to continue to work and provide for my daughter.....thanks to FMLA.

Sincerely,
Mary McDonald
300 Walnut Street
west homestead, PA 15120

Carla Smith

1119 Lake country Drive , Seabrook, TX 77586

April 7, 2008 8:50 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband, Al, was a former minor league baseball player, a coach, a teacher, and a high school counselor. He was incredibly gifted. He knew every student by name and created nicknames and songs for many of them. Three years ago he suddenly developed CIDP, an autoimmune disease which led into cancer. He began that year an athlete, an intellectual and ended two years later bedbound, diapered, unable to feed himself, or talk. I adored him, he was truly a wonderful man, loved by all. FMLA gave me a tremendous gift, the gift of time. I had plenty of accrued sick time, thank goodness, so I could afford to take time out to care for my husband who desperately needed me. My insurance didn't cover full-time nursing and he needed fairly constant caretaking. My husband frequently fell out of bed, the wheelchair, the bedside toilet. Several times he laid there for hours waiting for me to come home from work and rescue him. When I finally took FMLA, I was able to truly help him, organize the 177 pills he took a week, get him to the unending medical appointments, but mainly just hold his hand, laugh with him, cry with him and finally hold him in my arms while he died. He was 57 years old and I am grateful that I was able to use FMLA leave for the time with him.

Sincerely,
Carla Smith
1119 Lake country Drive
Seabrook, TX 77586

Erin Tripo

165 Driggs St. , Staten Island, NY 10308

April 7, 2008 8:46 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

On January 8, 2008, I gave birth to my son, Daniel. Being a teacher, we only are allotted 6 to 8 weeks maternity. I used a FMLA leave to care for my newborn. FMLA leave gives a mother more time to take care of their child. It is hard enough to leave them after 12 weeks, I couldn't imagine having to leave him after the original 6 weeks that my job offers. The first 3 months are an important bonding with mother and child and I'm glad I had the opportunity to stay home with him a little longer thanks to the FMLA.

Sincerely,
Erin Tripo
165 Driggs St.
Staten Island, NY 10308

Mary Correa

116 Sally Lane , Brownsville, TX 78526

April 7, 2008 8:31 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA helps to level the working playing field for women as well as men. When my mother was dying I was able to care for her. I used accrued leave and my income was not interrupted.

Sincerely,
Mary Correa
116 Sally Lane
Brownsville, TX 78526

Carole de Lay-Poree

3443 Esplanade Ave , New Orleans, LA 70119

April 7, 2008 8:29 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

The FMLA is important. To revise this act is another attack on the middle class of this country. The care of a newborn , elderly, or ill family member is an American right. Don't change the application of the law to benefit big business.

Sincerely,
Carole de Lay-Poree
3443 esplanade ave
New Orleans, LA 70119

Mary Kennedy

95 Lynn Drive , Meriden, CT 06451

April 7, 2008 8:26 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

To Whom It May Concern,

As you may know when teachers give birth to their newborn, they only have 6 weeks of paid maternity leave and that only applies if you have accrued the 6 weeks of paid leave. Childrearing leave is offered but benefits are not offered during childrearing leave. As I am the only adult in the house carrying benefits, taking 12 weeks of FMLA allowed me to carry my existing benefits for the 12 week time frame. Once the FMLA leave ended I paid 1,600.00 each month for my family to continue to be covered under the cobra plan. This was extremely expensive as I have 4 children and cannot go without benefits for my children. In order to make this happen so that I could be home with my child for the first year of life I had to refinance my home at a higher % rate than I already had. FMLA allowed me to continue with my existing benefits for three months which would have cost me roughly 4,800.00 more than I ended up paying in the end. Although being home with my daughter was well worth refinancing my home, I feel strongly that there should be more options for new mothers who want to spend valuable and quality time with their infants without having to worry about benefits coverage.

I hope that you understand how changing the application of this law can greatly impact the lives of people like myself who are trying to make the right decisions for their families.

Sincerely,
Mary Kennedy
95 Lynn Drive
Meriden, CT 06451

Rosie Daniels

9001 Portage Pointe Drive Apt.K113 , Streetsboro, OH 44241

April 7, 2008 8:25 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My daughter, the mother of 4 children and foster parent of 1 other child, had surgery that required her to be home for 6 weeks. Due to the Family Leave policy, her husband could be home to assist her and take care of the kids, ages 9-15. My daughter and her husband are full time pastors and community activist.

My daughter is a doctoral student at a leading college and she teaches at two colleges. Without this federally sanctioned act of the Family Leave Act, their family and lives would have been devastated.

Sincerely,
Rosie Daniels
9001 Portage Pointe Drive Apt.K113
Streetsboro, OH 44241

Linda Chaboudy

480 Lakeview Dr., #50 , Palm Harbor, FL 34683

April 7, 2008 8:23 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

As a two-income working class family, with two daughters, a high school senior and a sixth grader (who underwent a heart transplant at 10-weeks old), without the FMLA, our lives and livelihoods would have fallen apart...just as unexpectedly, our 11 yr old developed an urgent life-threatening tumor above her airways necessitating us to travel out of state for four weeks. Life can always be a struggle but without the FMLA ... well - our options would REALLY be limited.

Sincerely,
Linda Chaboudy
480 Lakeview Dr., #50
Palm Harbor, FL 34683

Elizabeth Ridenour

603 D St , LaPorte, IN 46350

April 7, 2008 8:20 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA is very necessary for working people, especially those who are uninsured or under-insured. It is their only hedge during times of emergency.

It certainly helped my daughter and her husband when their son was born with a heart problem and spent weeks in the NICU. Reducing the program or making it harder for working families to use would be criminal. You should be ashamed to even contemplate changes in the program!

Sincerely,

Sincerely,
Elizabeth Ridenour
603 D St
LaPorte, IN 46350

Beverly Jones

6325 NW 97 CT , Gainesville, FL 32653

April 7, 2008 6:44 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Sometimes it easy for us to forget that we "work to live, not live to work." Family MUST come first. I went through a father living with us for six years who had Parkinson's Disease. There were days when he woke up unable to move and I would have to stay home with him. Eventually he had to go to a nursing home, but if I had been unable to stay with him on days when he needed it, he would have had to do so years earlier, at a much greater cost to the government. My sister did the same with my mother as she went through chemotherapy for cancer and my husband and his siblings did the same with their father's cancer and when their mother passed away. In all four cases, the government was saved money because all four would have qualified for government help if they had to go to nursing homes during those times. I could add all the experiences of friends my age, but suffice it to say that I strongly believe changing the application of this law is a very bad idea.

Sincerely,
Beverly Jones
6325 NW 97 CT
Gainesville, FL 32653

Suzanne Stover

215 Rosewood Drive , West Seneca, NY 14224

April 7, 2008 6:43 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have never had to use FMLA leave; however, many of those I work with have had to and I would like to think that it was available for me if I ever had to use it.

Sincerely,

Suzanne Stover 215 Rosewood Dr.
West Seneca, NY 14224

Sincerely,
Suzanne Stover
215 Rosewood Drive
West Seneca, NY 14224

Mary Snyder

5400 S. Hyde Park Blvd. B-5, Chicago, IL 60615

April 7, 2008 6:31 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

One year ago I had a serious reaction to prescription medication. As a result, I was off work for two months.

Even though I was sick, I had to file the FMLA form to avoid being fired. After my doctor gave me a back-to-work letter, I still had to file more paperwork to 'prove' that I had been ill.

I had accrued enough leave time and was eventually paid after the above mentioned forms were filed. I had an 'income protection' plan that actually went to paying medical bills not covered by insurance.

My employer (Chicago Public Schools) went as far as sending me a COBRA letter, saying that I wasn't ill, but AWOL!

Don't mess with FMLA.

Sincerely,

Mary Snyder

5400 S. Hyde Park Blvd.

B-5

Chicago, IL 60615

Angela Hazzard

6435 vine street , Philadelphia, PA 19139

April 7, 2008 4:51 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have two children with special needs. Because of FMLA I am able to take care of children when they become ill. Their illness at times can become terminal if I don't take action immediately. FMLA allows me to focus on my children and not worry about if I have a job to return back to. Since 1997 I have used FMLA and because of it my children are remaining healthy because I am able to take care of them as their illness arises, so PLEASE, PLEASE, PLEASE keep the current interpretation and uses of FMLA leave in effect.

Sincerely,
Angela Hazzard
6435 Vine Street
Philadelphia, PA 19139

Susan Ebright

5834 N. Yermo Dr. Apt. S4 , Toledo, OH 43613

April 7, 2008 4:34 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My mother was very sick. She went into ER then transferred to ICU. I took time to be with my mom because the doctors told me that she was dying and had cancer spreading all over her stomach and chest. My mom was in a coma status. They predicted she would only make through the night. My mom went into ICU on Tuesday and died on Sunday the 27th of January. I had to have time to look for items for my mom such as a casket, funeral home and the vault. My family: my older brother and his family; my younger brother and his family and my dad had to plan and pay for her funeral as well. They too had to have a leave of absence from their jobs. I am so grateful that I had the time to be with my mom before and after her death. I use my critical days and funeral days for the time I was absent from work. I do not believe anyone should have to choose family vs. work! FAMILY should come first in any emergency situations! These types of emergencies are not planned! They just happen and you have to deal with it. People have the right to be with their love ones when critical things happen and not have to worry about work.

Sincerely,
Susan Ebright
5834 N. Yermo Dr. Apt. S4
Toledo, OH 43613

Karen Kreinik

4229 N. Avers Ave. , Chicago, IL 60618

April 7, 2008 4:17 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

This past Labor Day weekend my husband was hit by a drunk driver while riding less than a 1/2 mile from our home on his motorcycle. The doctors were not sure he would live for several weeks. He suffered severe brain injuries and a limb threatening leg injury.

He has not worked in six months. Without FMLA and my accrued sick days, our family would have been without any income or health insurance.

This sudden and catastrophic accident has devastated our family and will continue to affect our emotional and financial well-being for years to come. Without FMLA I probably would have already lost my job, house, and health insurance. This would have left me with no way to support my now disabled husband and our two young children.

Do not change this important law for working citizens.

Sincerely,
Karen Kreinik
4229 N. Avers Ave.
Chicago, IL 60618

Anne Mildner

278 Greising Rd , Pine Bush, NY 12566

April 7, 2008 4:07 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I was extremely grateful for the time I had to spend with both my children when they were born.
This was time made available through the FMLA.

Sincerely,
Anne Mildner
278 Greising Rd
Pine Bush, NY 12566

Lisa Harper

8020 Forsyth , Clayton, MO 63105

April 7, 2008 4:00 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA helped me with my 12 weeks home with my daughter. Without it , well I would not have had any time at home with her.

Secondly my husband was diagnosed with cancer when my daughter was only 2 years old. I had to take him to doctor appointments and all his chemo treatments, he was too weak to drive. I had to make sure I could be home if he needed me. Without FMLA leave I would have lost my job, my husband lost his job due to illness. This would have left us completely without income. With my daughter I was paid for the full 12 weeks. But with my husband I did the part-time FMLA, and that worked wonderfully I was still paid, but I was able to not have to worry about losing my job, I had enough stress with a sick husband, I wasn't sure he was going to make it. And on top of this taking care of a 2 year old.

And yes the illness was very sudden, I had no idea if I was coming or going.

Please reconsider changing any process.

Sincerely,
Lisa Harper
8020 Forsyth
Clayton, MO 63105

Jeffrey Barnes

104 Newton Street , Bridgeport, WV 26330

April 7, 2008 3:59 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am caring for my 81-year-old mother, who has been beset by health problems since last year. My father and sister are both dead and we have no other family to help. Without FMLA, we would be in bad shape indeed.

Sincerely,
Jeffrey Barnes
104 Newton Street
Bridgeport, WV 26330

Michelle Gibson

17606 Greenlawn , Detroit, MI 48221

April 7, 2008 3:53 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have to use FMLA due to having twins and unable to return to work after my six weeks. It gave me some peace to know that I would still have a job after we became well. I was very happy to have the protection of FMLA and it also helped keep the stress level down.

In Solidarity,

Sincerely,
Michelle Gibson
17606 Greenlawn
Detroit, MI 48221

Marsha Sappenfield

12906 E. 39th Terrace S. , Independence, MO 64055

April 7, 2008 3:51 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I would like to share how FMLA helped my family. My mother suddenly collapsed and was diagnosed with congestive heart failure. Her lungs filled quickly and she was unconscious for almost a month. Dr's were able to save her life but they believed she would have to go to a rest home or rehabilitation center. I was able to use the leave to stay and care for her in her own home. My family doesn't have the money to put her in a rest home. FMLA saved us financially and saved our mother. Without it would have been a real disaster.

Sincerely,
Marsha Sappenfield
12906 E. 39th Terrace S.
Independence, MO 64055

George Stoelb

1981 NW Oerding , Roseburg, OR 97470

April 7, 2008 3:46 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am currently using FMLA leave during my treatment for cancer. The facility I have to receive treatment at is 350 miles away and having FMLA helps.

Sincerely,
George Stoelb
1981 NW Oerding
Roseburg, OR 97470

Sandra Alvarado

1438 Dakota dr 2b , Ottawa, IL 61350

April 7, 2008 3:30 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have severe rheumatoid arthritis. I still need to work even though I am a senior. I must take off when I have bad flare ups. This is all unpaid leave. I would lose my job even though I could prove I am under a doctor's care if I didn't have an FMLA. I have already been told that I could lose my health and life insurance if I didn't work full time. So I had to go back to full time and hope they can't drop my insurance when I must use my FMLA. If it were not for the FMLA law I don't know what would happen to me. I need my job and I need my insurance. Please don't allow changes to this very important law. It will affect people who are just trying to take care of themselves and their families.

Sincerely,
Sandra Alvarado
1438 Dakota dr 2b
Ottawa, IL 61350

Kim Greenwood

656 N. 40th Street , East St. Louis, IL 62205

April 7, 2008 3:08 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My name is Kim Greenwood. On November 10, 2007, my father died of Metabolic Lung Cancer. He had to have 24 hour care and my Mother had already taken all the time she could from work. She and my Daddy needed me and because I was able to take the Family leave with very little effort, I was able to take care of my Dad while my Mother worked in his last days at home in Hospice. Please don't support making it harder. Think of the people you'll be hurting. It isn't like you're being paid. It only takes a little compassion.

Sincerely,
Kim Greenwood
656 N. 40th Street
East St. Louis, IL 62205

Karen Kellerman

160 Galewood Dr. , Bolingbrook, IL 60440

April 7, 2008 2:54 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I want to let you know how the FMLA helped me during the most difficult time in my life. I wasn't feeling well for a few days. I went to the Dr. and my life changed within a few weeks. I was diagnosed with Pancreatic Cancer. Most people do not make it through the Whipple surgery that I had. If they do, the cancer has already spread. I needed a lot of time off for the surgery, recovery and 7 months of Chemo.

If I wasn't paid for that time off (I had enough sick days then but if it comes back I won't have enough days to take any time off)I wouldn't have been able to make ends meet. I can barely make it with my full paycheck. On top of that, even with my insurance, I have tens of thousands in medical bills. I have frequent CT scans, blood work and doctors visits. I don't have enough sick days to cover the added doctor's appointments.

Sincerely,
Karen Kellerman
160 Galewood Dr.
Bolingbrook, IL 60440

Deborah Patrow

W4365 Langdell Road , Eau Claire, WI 54701

April 7, 2008 2:37 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

To Whom This May Concern, I would just like to let you know that recently I had to use FMLA,(which I was very thankful for), to take care of my husband and 14 year old son. They were in a terrible snowmobile accident on March 7th, 2008. My son received 2 CT scans and was diagnosed with a concussion. My husband broke his left collar bone and his right ulna bone in 3 places. They were both in the Hayward hospital from Friday,3/7 until Sunday,3/9. On Monday,3/10 I had to take my husband to the orthopedic doctor where they set up surgery for Tuesday,3/11. He was laid up and unable to care for himself for 2 weeks. My Son also had an appointment with the neurosurgeon on Tuesday,3/11 for a MRI and was then diagnosed with Traumatic Brain Injury. He was told to stay out of school for 3-5 weeks and has been through numerous testing. I was off for 2 weeks caring for both of them and taking them to doctor appointments. I definitely needed the time off during this stressful and busy 2 weeks. Thank goodness for the FMLA because during the 1st week I was covered under it. The following week was Spring Break so I was suppose to be off anyways and did not have to use any of my sick time hours. This is something I thought I would never have to use and would have been devastated if it was not available. Just the stress related with the accident was enough for anyone to have to go through.

Sincerely,
Deborah Patrow
W4365 Langdell Road
Eau Claire, WI 54701

Geralda Lyles

5848 Bartmer , St. Louis, MO 63112

April 7, 2008 2:31 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My name is Geralda Lyles. I thank God for the FMLA. My Grandmother died in Sept. of 2007. She was 91 years of age. She had a bad case of dementia and would leave the house and wonder off. I am the only grand daughter in St. Louis. She had three sons they and couldn't do her personal hygiene. I was able to use my FMLA to take care of my Granny until we were to able find a nursing home for her

Sincerely,
Geralda Lyles
5848 Bartmer
St. Louis, MO 63112

Nil Ram

5534 S. Laflin , Chicago, IL 60609

April 7, 2008 2:26 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am one of those people who is rarely absent. I come in everyday just in case I ever need these days in case of an emergency at least I know I have this to fall back on. Now my dad has been diagnosed with Lymphoma and I might have to use these days. Without them who could he rely on to take him to chemo and follow-up visits, he would have to lie there and let the cancer consume him. No one should have to wonder about something like being able to take days for family emergencies like this, you should be able to do for your family without worrying and with the economy the way it is who could afford to. Please don't take this away from us.

Sincerely,
Nil Ram
5534 S. Laflin
Chicago, IL 60609

Paul Roesler

584 Schrader Farm Drive , Saint Peters, MO 63376

April 7, 2008 2:17 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Thanks to the FMLA, I have been able to spend time with both my children after they were born. It has meant so much to my entire family that I could spend such quality time with my family without quitting my job.

Please do not water down this important law!

Sincerely, Paul Roesler

Sincerely,
Paul Roesler
584 Schrader Farm Drive
Saint Peters, MO 63376

Carmen Rodriguez

Rego Park , NY, NY 11374

April 7, 2008 1:55 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA is one of the most important benefits that a worker has.

I was lucky to use the FMLA two years ago when I got sick and needed immediate surgery. Even though it was only my first year in my job, I was able to take 2-months leave after surgery, in order to recoup well. Because of this complete recovery, I was able to return to work with more enthusiasm and energy, continuing to be a productive worker.

Please don't make this important benefit harder for workers to use.

Sincerely,

Carmen Rodriguez Rego Park, NY

Sincerely,
Carmen Rodriguez
Rego Park
NY, NY 11374

Elizabeth Krause

663 Cayuga Dr. , Lewiston, NY 14092

April 7, 2008 1:22 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Our twins were born the year FMLA became law, in 1993. Within a year our smaller twin developed problems. It was a long year of illnesses, tests and observation for the pediatricians/neurologists to determine our little girl was Epileptic. This diagnosis and beginning of medication and treatment was right before I was to begin a new school year as a special education teacher. I am very thankful I have a good friend that was aware of this new law called FMLA and guided me during this difficult time. My local Bd of Ed was very receptive and I was provided approx 3 months unpaid leave to care for our ill child and regulate her on her medications. An important aspect of FMLA was our family's medical insurance was still covered while I was away from my work place. This law was invaluable to my family.

Sincerely,
Elizabeth Krause
663 Cayuga Dr.
Lewiston, NY 14092

Bunni Haslerud

3888 E. Nemadji Loop Rd. , Superior, WI 54880

April 7, 2008 1:21 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In February of 2001, my mother was diagnosed with terminal cancer. By May she was quite ill and my 80 year old father was no longer able to manage alone.

I am OTS and because school ends the middle of May, I was able to use FMLA to care for my mother & father during this very difficult time.

There are no words to express what it meant to be able to care for my Mom every single day until she died in July. The time we were able to spend talking, crying, and sometimes laughing is not measurable in any shape or form. She taught me so many things about living and dying in those short weeks.

She was able to die at home rather than having to go into Hospice or the hospital.

None of this would have been possible without FMLA. Please do not make it more difficult for workers to be able to use FMLA. You cannot put a price on what I was able to do, not only for myself, but for my father and siblings as well. FMLA should be available to anyone, without setting difficult boundaries and criteria, when they are faced with a family crisis like I was.

Sincerely,
Bunni Haslerud
3888 E. Nemadji Loop Rd.
Superior, WI 54880

Charles Gallagher

Box 42 , Ester, AK 99725

April 7, 2008 1:07 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

The reforms of the leave requirements use by the FMLA allowed my participation in the adoption of two of my children. They came at a critical time in a difficult situation. My bosses had little flexibility until the Family Medical Leave Act.

As a result my wife stayed on the job and in the labor market for several more years and I stayed at my business with no disruption. Her job loss would have inevitably lead to my job change.

Because of the FMLA everyone "won".

Sincerely,
Charles Gallagher
Box 42
Ester, AK 99725

Honeycutt Vicki

1610 north Sheldon , canton, MI 48187

April 7, 2008 1:07 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My father was diagnosed with cancer. He had to have chemo. and radiation treatments. When I was there taking care of my father, my mother fell and injured her back. She had to have 2 10" rods put in her back. I took 3 months FMLA to care for my mother and my father. Without this I would not have been able to care for my parents. I had hospice in the home helping for the last 2 weeks of my father's life. My father passed away and I was still able to stay to care for my mother when she had no one else to help her. Without this my family would have suffered tremendously. I would have lost my job that I have been at for 33 years, even though I have good attendance. I am so thankful that because of the FMLA I was able to be with my father to care for him and to spend his final days.

Sincerely,
Honeycutt Vicki
1610 north Sheldon
canton, MI 48187

Alicia Nick

555 New Jersey Avenue, NW , Washington, DC 20001

April 7, 2008 12:57 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA leave was very helpful for me and my family during the time of my illness. I had a very serious surgery in which I could only do a little for myself. I wasn't able to lift anything over 5lbs. for at least 6 weeks. I needed a trustworthy caretaker. We couldn't afford an outsider. So, because of FMLA my husband was able to takeoff from his job without any worry and take care of me during my time of recovery. I am very grateful for the FMLA leave and ask that no changes or stipulations be put on it.

Sincerely,
Alicia Nick
555 New Jersey Avenue, NW
Washington, DC 20001

Stacy Lonardo

1915 Penfield Road , Penfield, NY 14526

April 7, 2008 12:56 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I would have loved to be "PAID" for 12 weeks however in my district you are only "PAID" for 6 or 8 weeks when you bring home your newborn. Since I am in the teaching profession I always thought we were interested in families and children. I did however get my health benefits paid for 12 weeks. It was the only way I could have taken the time to be with my son. After 20 years of teaching I was thrilled to be able to stay home for an extended time with my new family!

I look forward to having another child and using FMLA again. Please don't make changes that would keep me from the best job in the world...being a mom!

Thank you, Stacy Lonardo

Sincerely,
Stacy Lonardo
1915 Penfield Road
Penfield, NY 14526

Linda M. Greene

8820 Weddel St. , TAYLOR, MI 48180

April 7, 2008 12:43 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

The changes will hurt my family. Both my daughter and daughter-in-law have saved their leave time to ensure that they will be able to use the entire 12 weeks when their babies arrive. They are both near 40 years of age, so their pregnancies are termed "at risk." Having to return to work early or miss pay checks will put their finances at risk. Please do not put the terrible situation of having to risk their health or family's financial security.

Sincerely,
Linda M. Greene
8820 Weddel St.
TAYLOR, MI 48180

Tim St. Aubin

1415 Meadow , Tawas City, MI 48763

April 7, 2008 12:43 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used my FMLA leave to undergo Proton Beam Radiation therapy for prostate cancer at MPRI in Bloomington Indiana. This was my treatment of choice after spending 5-6 weeks evaluating the variety of available options. I had accumulated enough sick days, but without FMLA ability, would not have been able to make this choice. I was away from home and work for 9-weeks.

Sincerely,
Tim St. Aubin
1415 Meadow
Tawas City, MI 48763

John Lamping

10710 Silverbrook Dr. , Cincinnati, OH 45240

April 7, 2008 12:38 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My wife and I have used FMLA leave to help my family care for 2 newborns. With each of our children, I was able to spend their first 2 weeks at home to assist in their care and assist my wife as she recovered from labor and delivery. Our children are only 16 months apart, and my wife greatly depended on my help with each newborn. My wife used her full FMLA leave to provide care. The FMLA act protects American families without fear of lost jobs or income. This act is a beacon of American liberty. Please take steps to ensure it remains an enduring legacy for all Americans for generations to come.

Sincerely,
John Lamping
10710 Silverbrook Dr.
Cincinnati, OH 45240

Nedra Williams

227 Juniper Ridge Ct , De Soto, TX 75115

April 7, 2008 12:28 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In order to truly provide the physical/emotional support for the well being of the family unit, it is necessary for parents to be available in order to take care of a sick child without the worry of facing employment termination. Furthermore, for the previously stated reason, it is necessary for adult children to be allowed to care for aging parents without the stress of employment termination.

Nedra Williams

Sincerely,
Nedra Williams
227 Juniper Ridge Ct
De Soto, TX 75115

Jarron Jewell

17 Wayaawi Avenue , Bayville, NY 11709

April 7, 2008 12:20 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

As President of a Union local, I have helped several of our members in great medical and/or family distress to take the FMLA option.

The DOL's interest and move to restrict the current benefits that workers receive under existing FMLA would be negligent and irresponsible.

Sincerely,
Jarron Jewell
17 Wayaawi Avenue
Bayville, NY 11709

Andrea Woodard

2708 w. 96th PL , Evergreen Park, IL 60805

April 7, 2008 12:13 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA has been a godsend for me. I have had to use the FMLA twice in my teaching career due to life threatening illnesses. The illnesses were sudden. I was able to fully recover and because of FMLA I was able to focus on recovery without the additional stress of being without a means to support my family. In this economy, the thought of being without pay for even two weeks can seriously jeopardize the ability to meet financial obligations. With the loss of so many jobs, a person without the protection of FMLA is frightening. Please as a person who believes that education and hard work do pay off and without the protection of FMLA is disheartening. If anything the act needs to be strengthened in these perilous times.

Sincerely,
Andrea Woodard
2708 w. 96th PL
Evergreen Park, IL 60805

Ryan Novosielski

1180 Raymond Blvd Apt 12E, Newark, NJ 07102

April 7, 2008 12:11 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Last year, I had occasion to use the provisions of the Family Medical Leave Act. After a volunteer trip to New Orleans, either related or unrelated, I came down with a virus that is somewhat rare in adults but debilitating. It affected my ability to eat, drink, and talk. I was out of work for about 1 month. After submitting medical leave paperwork, I was set and left to more important things like dealing with my illness and recovering from it.

At its present implementation, it was already burden enough to have to go to the doctor to get documentation for the FMLA paperwork. I was already aware of my condition and had been to a doctor. As it worsened, I was required to return -- knowing full well that I belonged in bed, not on the subway traveling to a doctor's office. To require additional doctor's visits for a sick person is immoral and unconscionable.

I don't know anyone who can afford to miss a check anymore, or several in the case of a serious illness. Please stop messing around with matters of health and placing additional burdens on the sick. Sick folks need rest, not paperwork and unnecessary travel.

Sincerely,
Ryan Novosielski
1180 Raymond Blvd
Apt 12E
Newark, NJ 07102

Paul Anderson

26D Meadowbrook Court , Guilderland, NY 12084

April 7, 2008 12:11 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

About 4 years ago I had to use FLMA. I am paralyzed and am confined to a wheelchair. I developed a pressure soar that caused me to be bed ridden for 5 months. With FLMA I was able to get well and still pay my bills and debts so that my wife could continue her college education without disruption. I have returned since and have had no problems. Without FLMA I would not have been able to take the time to get well and continue working. I would have become dependent on whatever government assistance that was available (which would not have been enough) probably for life.

Sincerely,
Paul Anderson
26D Meadowbrook Court
Guilderland, NY 12084

Hope Lindsay

Barnard E S 430 Decatur, Washington, DC 20011

April 7, 2008 12:08 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My dad has terminal cancer. Need I say more?

Sincerely,
Hope Lindsay
Barnard E S
430 Decatur
Washington, DC 20011

Kathleen Fallaha

3341 Mandarin Glen Dr. , Jacksonville, FL 32223

April 7, 2008 12:07 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In February 2001 I was diagnosed with Non-Hodgkin's Lymphoma. I managed to get through several months of chemotherapy without missing work. In March of 2002 it returned and I had to endure another bout of chemotherapy. In January 2003, I was told I needed a stem cell transplant. I had to take several months off of work to prepare for it and complete the transplant. My children were very young, 4 and 7. Without FMLA I would not have been able to make it financially. I would have lost healthcare for my family because I would not have been able to afford to keep it up.

In November of 2006, I ended up in the hospital with double pneumonia and a blood infection as a result of a poor immune system from the transplant. I was unable to return to work until February 2007. Again, if not for FMLA I don't know what I would have done. My husband happened to be out of work during that time, also. Without FMLA many people, including myself, would not be able to support our families.

Sincerely,
Kathleen Fallaha
3341 Mandarin Glen Dr.
Jacksonville, FL 32223

John Hardin

8209 Moccasin Trail Drive , Riverview, FL 33578

April 7, 2008 12:06 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

A couple years ago I had an unexpected relapse of an illness that ended up putting me in the hospital and I subsequently found myself on a leave-of-absence from my position. During that same period, my father suffered a severe injury and I was the only one available to take care of him, at least in the short-term. Dealing with both situations, I quickly used up my sick time and my personal days and had to rely on the generosity of my colleagues and the FMLA to ensure my income and my future career. I am also aware of many colleagues who, at one time or another, have needed to support and protection of the FMLA.

Please make sure that the FMLA continues to provide support for those who need it, particularly when they need it most - in times of unexpected illness, the arrival of a newborn, or to care for a loved one. How tragic would it be to suffer the loss of one's livelihood and all that one has worked so hard for as a result of such a situation, one that it oftentimes unexpected?

Sincerely,
John Hardin
8209 Moccasin Trail Drive
Riverview, FL 33578

Cheryl Leboeuf

1752 cypress st. , sulphur, LA 70663

April 7, 2008 12:02 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I feel that any more changes to the FMLA would be devastating for teachers. We are limited to 8 days of sick leave a year. I have an autoimmune sickness and diabetes that requires me to miss days for doctor's appointment. Also, being a mother of a nine year old, I am required to miss days for him. This year he had the flu 2 times. Please do not take anything else away from us. When our families are sick, there is no one else to take care of them. I would lose everything I have. Like most Americans, it takes everything I make to live.

Sincerely,
Cheryl Leboeuf
1752 cypress st.
sulphur, LA 70663

B. Pausley

730 Grove , Waukegan, IL 60085

April 7, 2008 12:02 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am an adoptive mother, and I was able to use my accumulated sick leave so that I could spend time with my son when he first came home. Developmentally this time is exceedingly important to promoting a healthy well attached child. Children who do not get this time with their adoptive parents tend to have significant development, emotional and cognitive delays. The FMLA allowed me to spend crucial time with my son, and feel confident that I would be able to support him later, when I went back to work.

Sincerely,
B. Pausley
730 Grove
Waukegan, IL 60085

Paula Vatalaro

77 Western Ave. PO Box 67, Ravena, NY 12143

April 7, 2008 11:59 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am the oldest of 8 children. Our dad had to go for Kidney dialysis three times each week. WE ARE SOME OF THE LUCKY ONES! My brothers work rotating shifts and my sister does not work. I was able to help out on the weekends and late afternoons.

I can't imagine what it would be like without a large family to help out with medical needs for elderly, parents and sick children. It's hard enough with the laws as they are, and with cut-backs on the horizon.

Please consider how the middle class is being stretched to work harder, longer and with less benefits!

Sincerely,
Paula Vatalaro
77 Western Ave.
PO Box 67
Ravena, NY 12143

Kira Cochran-Gross

45 Simson Street , Tonawanda, NY 14150

April 7, 2008 11:59 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My Mother has bi-polar disorder and when there is an incident I may have to leave to take care of her or take her to doctor's appointments. In addition when she has been in the hospital, the visiting hours in a psychiatric ward are very limited and I would miss them being at work.

Also, I work with students with emotional disabilities whose families would be financially devastated due to so many appointments, meetings and behavioral issues calling them away from work. These are often single parent families and would be in major financial problems and possibly be homeless because of the number of times they need to miss work.

Sincerely,
Kira Cochran-Gross
45 Simson Street
Tonawanda, NY 14150

Ranti Adio

2511 Marble Falls , Spring, TX 77373

April 7, 2008 11:58 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have had to use FMLA provision when I suddenly had to have a major surgery. Had I not been protected by FMLA, not only would I have had income during my recuperation, I also would have had to be worried about the status of my employment as I was out for three months due to complications from the surgery. As if that was not difficult enough, I also had a second major surgery within six months of the initial surgery.

In all, in that year, I would have had no income for about six months (half the calendar year) - a single parent that I am, and my job would probably have been on the line during the extended length of my absence.

PLEASE HELP! We need the FMLA Act intact.

Sincerely,
Ranti Adio
2511 Marble Falls
Spring, TX 77373

Sharon McGaha

5 Linden Lane , Athens, TX 75751

April 7, 2008 11:58 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My daughter recently adopted a baby and really needed time to adjust, both she and the baby. These are extremely important bonding moments for both mother and child. Without this time and financial help this would not have happened. Also, my mom is in need of special long term care. Being able to take care of her, as she did me when I was being raised, is vitally important. Because of this FMLA I can help in this responsibility. There is nothing more important than the family.

Sincerely,
Sharon McGaha
5 Linden Lane
Athens, TX 75751

Patsy Soikes

607 Trailwood Ct , Garland, TX 75043

April 7, 2008 11:57 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am a single female age 66. I am my only means of support. This fall my doctor determined I needed surgery that would have at least a six week recovery period. I had no choice except to use the FMLA leave I had built up. I planned it with the doctor so that both the Thanksgiving and Christmas breaks could be used for recovery. Otherwise, I would have had to take even more time from teaching. My doctor was even willing schedule the surgery on his "off" day to help me out.

If I had not had the FMLA leave, my pay would have been docked to the point I would have had to postpone paying many of my bills, or perhaps the surgery until summer. If that had happened, my overall health would have been impacted to the point that I probably would have still missed more school days than I had accumulated, and been docked pay.

Respectfully, Yours

Sincerely,
Patsy Soikes
607 Trailwood Ct
Garland, TX 75043

Deb Frey

705 28th st nw , Fargo, ND 58102

April 7, 2008 11:57 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA is vital to the well being of our people.

I was paid for the entire 12 weeks because I had enough accrued leave for each of my children. This time to adjust to motherhood, breast feeding, and bonding with my babies meant the world to me and my babies. Some other countries recognize the importance for families.

Deb Frey Retired Teacher Fargo, ND

Sincerely,
Deb Frey
705 28th st nw
Fargo, ND 58102

Margaret Dickson

3625 - 116th St W , Bradenton, FL 34210

April 7, 2008 11:55 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband is terminal with lung disease and deteriorating spine... I will need to have some time with him as he reaches end of life. That time will be important to me and my son, and makes for healthier mental health which means better productivity... keep the application of the Family Medical leave act as it is now... thank you.

Sincerely,
Margaret Dickson
3625 - 116th St W
Bradenton, FL 34210

Rosemary Fielden

87 Old Broadway Avenue , Sayville, NY 11782

April 7, 2008 11:51 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA was a lifesaver for me. My parents, aged 92 and 94 years, required substantial medical care yet they wished to remain in their home. My Mother had cervical cancer and my Father heart disease. Taking care of them became a full-time job and without FMLA, I would never have been able to give them the care and attention they needed. Because so many children are now becoming their parents' caregivers, this vital benefit is essential.

Sincerely,
Rosemary Fielden
87 Old Broadway Avenue
Sayville, NY 11782

Virginia Warner

5900 Arlington Avenue 17C , Bronx, NY 10471

April 7, 2008 11:51 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I just returned from spending 2 weeks of leave with my 83 year old father in CT (I live in NY) who went in to the hospital for colon cancer surgery and developed pneumonia, a staph infection and then had a significant heart attack. Anyone entering the hospital today needs some one there to advocate for them but particularly older individuals who can't remember what is being explained to them. When my father had a massive heart attack I could be there to help make the decision on treatment to save his life. If not for FMLA I could not have been there. It is absolutely essential that this law is not diminished.

Sincerely,
Virginia Warner
5900 Arlington Avenue 17C
Bronx, NY 10471

Regina Haney

200 Rye Road , Bradenton, FL 34212

April 7, 2008 11:48 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Please keep the plan as is. I have elderly parents and would like to know if need be I could take care of them without losing money or my job.

Sincerely,
Regina Haney
200 Rye Road
Bradenton, FL 34212

Amanda Chmielewski

Marquette , Roseville, MI 48066

April 7, 2008 11:44 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have just returned to work from taking a combined Medical and Family Leave. I had my first child and had many complications due to past medical history. I have broken my neck twice and had been having cardiac complications. If it were not for the Family Leave act I would have had to return to work sooner and been unable to heal myself and take care of my son.

Sincerely,
Amanda Chmielewski
Marquette
Roseville, MI 48066

Dr. John Kugler

6220 S. Stony Island , Chicago, IL 60637

April 7, 2008 11:41 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Everyone should have the freedom to help their family without fear of losing their jobs.

No Questions asked!

Sincerely,
Dr. John Kugler
6220 S. Stony Island
Chicago, IL 60637

Craig Carey

5378 Ground Hog Pike , New Bloomington, OH 43341

April 7, 2008 11:41 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am a working victim of FMLA...I wish I could have afforded to stay home longer with my wife and new born son.

Sincerely,
Craig Carey
5378 Ground Hog Pike
New Bloomington, OH 43341

Michael Furey

14 Burnham ST , Enfield, CT 06082

April 7, 2008 11:37 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used FMLA for the birth of both my daughters. I believe that use of FMLA for both births was imperative to help my wife recover from delivery. Gone are the days when family could gather around for days, weeks or months to help a new or growing family. Therefore, extending FMLA paternity leave to fathers is an integral part of its existence. Additionally, in both instances I did not use the fully allotted time, but took just enough time to ensure the health and well-being of each member of my family.

Sincerely,
Michael Furey
14 Burnham ST
Enfield, CT 06082

Gregory Spruell

3000 N Taney St , Philadelphia, PA 19132

April 7, 2008 11:37 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am a parent of a special needs child that requires frequent trips to the doctors. It's hard enough to leave work to take care of him, but to move towards eliminating this right would be a crippling and shocking shot in the foot of families like me.

How can you justify demolishing a program and yet continue to fight a war with families of soldiers in similar predicaments like myself. These are the sacrifices that our government should take a real good look at and ask themselves how can we service our constituents when they can't get the time off to take care of their families.

Really you should really look into how to make the family leave more realistically accessible to those pregnant mothers, and essentially those people who have to face stress of paying bills while living from paycheck-to-paycheck and all the time the government says that they don't need to come back to their job, because the government has told them that their employer doesn't need to keep that employee because he/she has taken an extended leave of absence because of some personal issue that is not work related. The corporate world is not that important when you can't keep your job when you leave to remake yourself to maintain productive at your job. It is unfair and as a constituent I am opposed to any change in application of the Family Medical Leave Act.

Sincerely,
Gregory Spruell
3000 N Taney St
Philadelphia, PA 19132

Tonya Clark

91 great plain road , Danbury, CT 06811

April 7, 2008 11:32 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I was able to spend the first three months home with each of my children. I did not worry about losing my job and knew I would have a place to work after my leave was up. While I believe that three months is still far too short, I could not imagine going back to work after six weeks. If our country wants well taken of and thoughtful children, then they need to be with a parent for the first few or more months of life. On the other side my father was able to stay home and take care of my mother the last few months of her life. How can we put a price or a limit on that?

Sincerely,
Tonya Clark
91 great plain road
Danbury, CT 06811

T Brooks

2218 Oak Avenue , Hainesport, NJ 08036

April 7, 2008 11:32 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I was able to spend time recovering from an emergency C-section and caring for my newborn. This time was invaluable to both me and my husband. A newborn baby should be with his/her mother. The FLMA allows this to take place.

Sincerely,
T Brooks
2218 Oak Avenue
Hainesport, NJ 08036

Barbara Goodman

157 Highland Circle , Philadelphia, PA 19004

April 7, 2008 11:31 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Two summers ago, my elderly mother was dragged and run over by a vehicle in Ohio, where we grew up. my siblings and I, who no longer live in our hometown, spent several months alternating spending time in Ohio - leaving jobs and families - to be with our mother during her long and painful surgeries, hospitalization, rehabilitation and return home. FMLA made it possible for us to do what we needed to do to support our mother. our employers never questioned our right to take the time to do the right thing. it made all the difference in the world. our mother fought to survive and heal because of the love and support from her children.

Sincerely,
Barbara Goodman
157 Highland Circle
Philadelphia, PA 19004

Katherine Martin

18 Henry St , New London, CT 06320

April 6, 2008 10:29 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I want to tell my story of how I needed to use FMLA law to help my loved one. Two years ago, it was determined that my Life Partner of 28 years needed to have radical back surgery to correct a problem she acquired at work. Since she and I were not "MARRIED", There was no obligation for the FMLA to be given so I could take care of her during her recovery. We have been activists for our entire life in the cause for equal protections for same sex couples and when the struggle for marriage equality came to the great state of Connecticut, we were on board. Unfortunately the legislation did not approve an equal protection law, instead they approved a CIVIL UNION law. This was very unacceptable to most of the people that I knew as it only created a "SEPREATE BUT NOT EQUAL" standard. In light of this unfortunate misguided law, In order for me to be able to take time off from my job as a Certified Surgical Technologist, we needed to take advantage of that less than adequate law and have a CIVIL UNION. There were many plans to make. We had to examine our own mortality and prepare a Last "Will and Testament". We needed to make public our situation to those who really didn't need to know and we spent many hours prior to the surgery crying about having to reduce our standards to just be able to take care of my loved one. One would think that after almost 30 years of loving commitment there would be protection for the simple things in life like taking care of each other. If the department of labor does any more to hinder the usage of the existing limited and unbalanced law, we may as well not have anything. It is tantamount to exclusion by definition. Do not make it any harder or less of an important law now. Even in its diminished capacity, I was able to take care of her and today she is ok.

Sincerely,
Katherine Martin
18 Henry St
New London, CT 06320

Sondra Lawson

1229 Willys Knight NE , Albuquerque, NM 87112

April 4, 2008 10:03 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Shortly after my father died, my mother was diagnosed with breast cancer. Feeling alone and adrift she put off telling the family of her diagnosis so we wouldn't "be troubled." As soon as I found out, I went to the HR office to learn about FMLA. I was delighted that my accrued leave time could be taken so that I could care for my mother.

Mom had a mastectomy and came home from the hospital the same day with drainage tubes in her chest - hardly able to raise her arms to lift the covers over herself. I was her constant caregiver for three weeks until she was her spunky self again, and then I spent many half days driving her to the doctor's office for follow up care. My mother has been cancer free for seven years now. I was so grateful to have the time to give her, just a little bit of pay back for all the care she had given me.

Sincerely,
Sondra Lawson
1229 Willys Knight NE
Albuquerque, NM 87112

Mary Mercier

10 Prairie Rose Lane , Sandia Park, NM 87047

April 4, 2008 4:32 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In February of 1998, my father was diagnosed with tongue cancer. He opted to participate in a clinical trial in Memphis, Tennessee. He and my mother moved from NY to Memphis for 5 months so that he could do this. My sister and I both live in Albq., NM so we took turns going to Memphis on weekends. 3 months into the trial, my mother's mother became very ill and went into a coma in Indiana. My mother had to leave my father to go to Indiana, so I applied for FMLA to go take care of my father. 2 months into my stay in Memphis, the trial ended and my father was told that he had 2 months to live. I flew with him back to NY and cared for him until he died. My mother stayed in Indiana until early November when her mother passed away, and then came back to NY. My father died on December 10. My sister works for a company that has broken up into smaller divisions of fewer than 50 employees so that they did not have to honor the FMLA. Thankfully, I work for a large school district and I qualified. I cannot image going through this trying time in my life and not being able to leave my job to help my parents. The FMLA enabled me to spend the last 3 months of my father's life with him, and then help my mother to close up his business, as well as deal with her mother's estate issues in Indiana. My sister could not really help too much because she could not leave work to do so. I do not know anything about getting paid for 12 weeks - I was told in 1998 that I had to take the entire time off without pay, which I did, and I also had to pay my own benefits during my leave. This really left me in a financial bind, but at least I had a job to come back to.

Sincerely,

Mary Mercier Albuquerque, New Mexico

Sincerely,
Mary Mercier
10 Prairie Rose Lane
Sandia Park, NM 87047

Sharon Slusher

4782 County Road C , Delta, OH 43515

April 4, 2008 12:07 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In November of 2006, my 85 year old father decided to stop Dialysis. He knew and we knew that he would only have a few weeks to live after he stopped. After much crying, praying and anguish we felt the only thing we could do was to honor his wishes and make his last days with us as comfortable as possible. I stayed at my parents' home day and night. I talked to my dad, held his hand, prayed, and finally said good-bye to him. I was his little girl and it was the hardest 2 weeks of my life. A week or so later I entered the hospital to have surgery I had postponed to be with my dad. I am very thankful that I could be off and it was covered under the Family Leave Act. I know I will need to use it again in the future. My mother is now 80 and still takes care of my brother aged 61 who is a quadriplegic. One day I will need time off to take care of one or both of them. I'm asking you to please not make any changes that will have negative effects on so many families.

Sincerely,
Sharon Slusher
4782 County Road C
Delta, OH 43515

Debra Wilson

2620 Edith Ct. SW , Olympia, WA 98512

April 3, 2008 10:42 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am using a family medical leave in order to get necessary treatment for my cancer. Please do
not weaken this legislation!

Sincerely,
Debra Wilson
2620 Edith Ct. SW
Olympia, WA 98512

Lori Ann Albert

22448 Calgary Dr , Bend, OR 97702

April 3, 2008 5:00 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

The idea of making FMLA harder to use is horrific. I for one have used this FMLA twice since it was enacted. First time when my daughter was born a premature baby. If it weren't for this act I wouldn't have been able to care for a baby who needed her mother to nurse her to become a healthy young lady. I have also taken time off work to care for my elderly grandmother. If it weren't for me taking this time off I would have had to rely on the public Medicaid system to care for her. Who better to care for an elderly lady than her own family. Don't get me wrong, I would have given up my job and gone on welfare myself to care for my grandma. This is coming from a public employee who works for the Medicaid system. Please reconsider the proposal to discontinue this valuable act. We as Americans should be allowed to care for our loved ones and not worry about losing our jobs.

Sincerely,
Lori Ann Albert
22448 Calgary Dr
Bend, OR 97702

Janice Albert

PO Box 280 , Sweet Home, OR 97386

April 3, 2008 3:11 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband has MS and requires numerous doctor appointments and medical tests. He is unable to walk without help, which means I accompany him to the doctor. My mother is 91 and not able to take herself to the doctor and my siblings and I take turns taking to her to appointments. If it wasn't for FMLA my mother and my husband would have no way to get the medical help they need. My mother has had shingles twice in the recent past and due to the FMLA leave I was able to help her when she came home. Most of us are not in a financial situation to hire help and in many cases it would not be appropriate. If you were in my position, wouldn't you be concerned if someone was considering making FMLA harder to use?

Sincerely,
Janice Albert
PO Box 280
Sweet Home, OR 97386

Denise Slimko

34 Colony Street , Depew, NY 14043

April 3, 2008 11:51 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

After suffering 5 miscarriages and many fertility treatments, I finally became pregnant again in 2006 at age 41. At the beginning of the second trimester I went into pre-term labor and almost lost another child. Thanks to my doctors and surgery we were able to save this baby, however I had to remain on bedrest for my own health and the survival of my unborn child. Had it not been for FMLA, I would have been faced with an awful decision-lose my job or lose my baby and hopes of ever having a family. My husband and I are most grateful for the leave I was able to take during this pregnancy.

Sincerely,
Denise Slimko
34 Colony Street
Depew, NY 14043

Tammy Young

65 Welsh Rd. , Washington, PA 15301

April 3, 2008 9:22 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I utilized the Family and Medical Leave Act when I had my son. I gave birth to him in March and was nursing him. It is almost impossible to nurse a child and work all day. The infant must be fed a bottle during the day and he will favor the bottle. This means he will reject his mother's breast and she will not produce the milk for her infant. After much research on this topic, I chose to stay home with my son for the remainder of the school year. If we are to say that children are our top responsibility, we must not make it difficult for them to spend the first few months of their lives with their mother. I think we don't give our children and mothers enough time as it is. We create life for nine months and painfully bring it into the world. We are then ask to take six weeks to appreciate this miracle and then hand him over to a day care. Our children and mothers need this time together. They deserve it.

Sincerely,
Tammy Young
65 Welsh Rd.
Washington, PA 15301

Robin Case-Hagues

203 Gravesville Rd , Poland, NY 13431

April 3, 2008 8:29 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Just wanted to voice my opinion. Don't change the FMLA. When my husband was diagnosed with Melanoma at age 25 - it was like 'this can't be true- he is at the prime of his life- he can't have cancer'. Well, unfortunately the mole was removed and within 24 hrs they contacted us to see a specialist. We were in Roswell Cancer Center within 2 days- and surgery was done within a week. It was stage 3- the cancer cells had gone into the lymph nodes. They removed the tumor w/ a radical excursion and removed the lymph nodes on that side. He was sent home to recover. From then, until July 1997- we battled the disease. I researched and he underwent treatments at 5 different hospitals throughout the country- over the course of the illness. As he progressed he would become ineligible to stay in some programs and we found others. To say the least, my husband needed me and I needed him. I would have not been able to travel with him or attend to his needs if it was not for the FMLA. I worked part time and full time - depending on his treatments. And my time of 12 weeks was spread over this time- I did not take 12 full weeks consecutively off. This was Heaven sent. I was able to use my sick leave, but was not denied the time due to the medical leave act. I was able to still receive a paycheck and my insurance was in tact- VERY IMPORTANT and needed with his illness. The last few weeks I was able to be at his side and nurse him. I was able to keep him home with me rather than in a hospital. Without FMLA I would not have had this time with my husband. I will forever remain grateful to this law- for allowing me the time needed and not having to worry about my job being on the line. My husband lost his battle with Melanoma on July 1st, 1997. I was 3 months pregnant with our first child. I took sole care of my husband until the last 24 hrs when Hospice came in. Without FMLA, I would not have been able to do what I did for my husband. There must have been angels watching over, because as the new year began, I gave birth to a healthy baby BOY on January 1, 1998. Our son is now 10 and built just like his dad. **DON'T CHANGE THE FMLA- LET OTHERS BE ABLE TO USE THE LAW, AS I DID, TO NURTURE OR ATTEND TO THEMSELVES OR THEIR FAMILY IN THEIR TIME OF NEED!**

Sincerely,
Robin Case-Hagues
203 Gravesville Rd
Poland, NY 13431

Avisia Whiteman

1976 Pinehurst Ave , St. Paul, MN 55116

April 3, 2008 7:37 AM

Subject: We Need This - Don't Make it Harder for Workers to Use FMLA

RIN 1215-AB35

Hello,

We recently adopted and gave birth to two sons (Henry arrived in May and Eric arrived in June). FMLA was critical to our household in making it a smooth transition to starting our family.

I am not a member of AFT but do work in a state department of education and my husband is in the IT field. FMLA made it possible for us to have health care to pay for Henry's cleft palate surgery two months after he arrived and to be present as Eric grows and develops as a baby without worrying about trashing careers we've taken over a decade to build through advanced degrees and many, many late nights of work.

We have used it for an entire year and could use even more time.

It simply amazes me that the US has the most restrictive parental leave program in the industrialized world and now we are seeking to curtail it even more.

Enough, enough, enough already!!!

Sincerely,
Avisia Whiteman
1976 Pinehurst Ave
St. Paul, MN 55116

Lisa Brown

221 Crosby Avenue , Buffalo, NY 14217

April 2, 2008 9:38 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA allowed me to take time off from my position as a high school teacher in order to care for my own babies when they were born. Without the job protection of FMLA, I would not have been able to spend this quality time bonding with my children, nor would I have had the job security necessary to allow me to take a leave without worrying about losing my position.

If I was forced to choose between home and work, either my children would have missed out on spending precious time with their mother, or my students would have missed out on having a seasoned teacher in the classroom.

Because of FMLA, I was able to put my career on a temporary hold so that I did not lose the job security I had spent over a decade earning. It also allowed me the peace of mind to enjoy the time I was home, not fretting over my career.

As a working mom, I value both my roles as mother and teacher. FMLA allowed me to balance both priorities without forcing me to sacrifice one passion for another. Women are able to be successful mothers and professionals with such "safety nets" in place. FMLA saved my professional life and gave me the opportunity to stay home for a short while. It also allowed me to contribute financially to my family's needs. Without my paycheck and health insurance, my family would have suffered tremendously.

In 2008, we should be looking to expand, not weaken, FMLA. We should look to our European counterparts for healthy ideas about how to enact supportive measures to assist women and all workers in their efforts to balance work and home. This should be the priority of a country that wants to leave no child behind. One way to ensure that every child has a stable home with health insurance is to protect moms who need some time home, but who also have careers to protect.

Put families first. Expand FMLA rights for American workers.

Sincerely,
Lisa Brown
221 Crosby Avenue
Buffalo, NY 14217

Noelle Bainter

617 Fulton St. , Belleville, IL 62220

April 2, 2008 5:31 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

To Whom It May Concern,

I am writing to voice my opinion regarding FMLA and making it harder on the workers.

With my own personal experience with FMLA it has been a blessing with helping me and my family in times of need.

When I heard that the Dept. of Labor was going to make it harder for people to apply for FMLA I was shocked. With all of the paperwork that everybody needs to complete, including the doctors, I can't imaging making FMLA even more of a paper trail. FMLA is a blessing to have, but to make people who desperately need it don't need to "jump" through anymore hoops to feel blessed with living in the United States of America.

If something works, don't fix it.

Sincerely,
Noelle Bainter
617 Fulton St.
Belleville, IL 62220

Dawn Hansen

23605 Wilson , Dearborn, MI 48128

April 2, 2008 2:44 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

The Family Leave Act allowed me to stay home with my premature twins until they were 8 months old. It was such a blessing to watch them grow and learn. If there was no FMLA, I would have had to take a leave of absence. I was only paid for 3 weeks of my leave due to the fact I had the twins at the end of the school year. It would have been beneficial to be paid, since twins are expensive. We had to cut back on our retirement savings.

Sincerely,
Dawn Hansen
23605 Wilson
Dearborn, MI 48128

Jenifer Almond

414 Westgate Rd. , Balto., MD 21229

April 2, 2008 2:21 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Dear Dept. of Labor et al:

My Mother suffered from strokes and falls at different times. My husband had heart fibrillations and a heart attack and other heart challenges ...all a different times. I had to be, and of course wanted to be, with both of them and help them in many ways. I have a wonderful job w/ the state of MD, and because of that I was not only able to be with and help my loved ones, I was also able to get paid, so I could continue to pay for home, health, and other expenses.

Please keep the Family Medical Leave Act as it is - or - improve it. Let go of any ideas of weakening it.

Thank you.

Sincerely,
Jenifer Almond
414 Westgate Rd.
Balto., MD 21229

Keri Procopio

44 South Casterock Lane , East Amherst, NY 14051

April 2, 2008 1:11 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used FMLA time when I had my first child. I worked until time of delivery and used the full FMLA time after he was born. I was very thankful to have this time because my son actually had a lot of health issues that were slowly discovered in his first few months. We were seeing the pediatrician once a week to check on his weight and eating...he went to the emergency room at 3 weeks old because of blood in his stools. I was up day and night with him screaming and was very sleep deprived. There was no way that I could have returned to work under these circumstances, as well as my sick child entering the daycare setting. At 2 months old, he choked on his own vomit and was given a scintscan and put on meds. I returned to work when he was 12 weeks old and I really could have been home with my sick child for much longer if I could have afforded it and wouldn't have my health insurance in jeopardy. My son had CAT scans, MRIs, eye surgery, Upper GI, and an Endoscopy all before he was 10 months old. The first 12 weeks I had with him because of FMLA were most critical weeks of my son's life and if there was more time I could have taken without my health insurance being lost, I would have taken it. We are one of the only countries that denies a new mother time with her child during that first year, such a critical time for learning, bonding, health and family. I had to return to work, I had no choice. If I would have lost my insurance then we would have lost everything.

Sincerely,
Keri procopio
44 South Casterock Lane
East Amherst, NY 14051

Mark McLean

6 Val Verde Road , Big Spring, TX 79720

April 2, 2008 11:01 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband and I have both had to use FMLA to care for critically ill parents. It allowed me to be with my mom when she died. We were able to spend extra time with his dad before he died and he was with his mom when she died. In all three cases it allowed us to provide personal care while they were in the hospital and in nursing homes. If FMLA had not been available, we would have been unable to be with them during their last days and their care would have suffered. Please don't make it harder for employees to use this leave. There are already plenty of paperwork burdens to deal with.

Sincerely,
Mark McLean
6 Val Verde Road
Big Spring, TX 79720

Dorothy Tkacz

900 Tyson Ave. , Philadelphia, PA 19111

April 2, 2008 10:43 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

ON AUGUST 22, 2008, MY HUSBAND WAS DIAGNOSED WITH STAGE 3 COLON CANCER AND HAS BEEN RECEIVING CHEMOTHERAPY SINCE OCTOBER. I WAS ADVISED TO APPLY FOR FMLA AND DID SO IMMEDIATELY. I TAKE HIM TO EVERY CHEMO APPOINTMENT AND HAVE ALSO TAKEN HIM TO THE EMERGENCY ROOM TWICE. WITHOUT FMLA, I WOULD HAVE RECEIVED DISCIPLINARY ACTION AND MY JOB WOULD HAVE BEEN AT STAKE. MY HUSBAND HAS NO IMMEDIATE FAMILY, EXCEPT ME AND OUR 19 YEAR OLD DAUGHTER WHO IS IN COLLEGE. I NEED TO BE AVAILABLE AND FMLA PROTECTS ME FROM DISCIPLINARY ACTION.

EVERY EMPLOYEE NEEDS FMLA TO CONTINUE TO PROTECT THEIR JOBS AND ENSURE THAT NO DISCIPLINARY ACTION WILL BE TAKEN WHEN YOU HAVE A FAMILY MEMBER THAT IS ILL.

Sincerely,
Dorothy Tkacz
900 Tyson Ave.
Philadelphia, PA 19111

Mary Wellenzohn

4 Monroe Drive , Williamsville, NY 14221

April 2, 2008 10:07 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My twins were born in August 2000. Three days later I had heart failure and was kept in the hospital for over two weeks.

If I had not been able to take a leave of absence from work to care for my children and recover most of my heart function I would have been out of work indefinitely due to the recurring heart failure.

If there's not leave time to address family and health problems when needed, when will there be time to additional time to address needs that only grow. If family and personal needs are not attended to in a timely fashion with access to a leave, they may only grow worse and demand far more time and attention.

I was lucky to be able to grow strong again to care for my new family and return to work - thanks to having the time off to heal.

Please help other workers use leaves - it only strengthens their performance once they return. Thank you.

Sincerely,
Mary Wellenzohn
4 Monroe Drive
Williamsville, NY 14221

Bonnie Roys

1200 N. Park St. ste 200 , Fairmont, MN 56031

April 2, 2008 9:51 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My son, now grown has several major medical problems, including major depressive disorder. I have used the FMLA leave to provide transportation and attend appointments with him. He is now in college. At a time when expenses are high, it is so important to be able to take time from work without loss of pay. PLEASE CONTINUE THE FMLA policies AS THEY ARE NOW!

Thank YOU.

Sincerely,
Bonnie Roys
1200 N. Park St. ste 200
Fairmont, MN 56031

Chris Mulcahy

60 North Ellwood Avenue , Tonawanda, NY 14223

April 2, 2008 9:24 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA is an extremely important Act for American workers. We take relatively little leave time from work, and the average worker here doesn't make much money. So, we're left with little to help us with our families. Is the government pro-family or not?

What's more important than family?

Our society is built on our families and if our families don't get what they need with the help of the law, then they'll have to get it without the help of established laws.

I shouldn't even have to ask for your help, but I am. Please keep the FMLA as is.

Sincerely,
Chris Mulcahy
60 North Ellwood Avenue
Tonawanda, NY 14223

Anthony Zeddies

2147 Santa Ana Avenue , Costa Mesa, CA 92627

April 2, 2008 1:05 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

To Whom It May Concern:

You must keep FMLA so mothers and family members in need will get the medical attention they need as well as the time they need.

This act will enable me to spend more than the 7 days my school district allots for paternity leave with my new baby that I am expecting around May 31st. My wife, because of health difficulties would not be able to care for our baby by herself--therefore, FMLA is a lifesaver and oh so necessary.

Also, other first world, civilized countries give mothers 6 months, even up to a year, to be with their baby and form the bond that will last for the rest of their lives. The fact that America only ensures a fraction of this and yet still boasts we are a land "for the people" is hypocritical. The thought of the FMLA being reduced is ridiculous and needs to be seriously reconsidered.

Sincerely,
Anthony Zeddies
2147 Santa Ana Avenue
Costa Mesa, CA 92627

Alice Hall

1302 Mt. Ida Rd. , Westville, FL 32464

April 1, 2008 11:22 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have not personally used the family medical leave act, but a colleague of mine did. She had adopted a baby and was called as soon as the natural mother went into labor. She was able to use her leave and stay home with her newborn for the entire 12 weeks. She is a wonderful teacher who would not have been able to do this without a paycheck.

Sincerely,
Alice Hall
1302 Mt. Ida Rd.
Westville, FL 32464

Rosalina Mantonie

278 Shetland Drive , Williamsville, NY 14221

April 1, 2008 10:43 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Changes to FMLA would cause a burden to be placed on my family and myself. Having just had a newborn via c-section I appreciate what FMLA offers. I was able to use my accrued sick time while caring for my newborn as well as allowing my body time to heal properly. The sick time I accrued was important to my family being able to continue with our lives. Grocery shopping, paying the mortgage and doctors visits would not be possible. I am also the carrier of health insurance for my family. Without pay, my family and I would not have health insurance during such an important time. After my daughters birth I was faced with elevated liver levels, high blood pressure (after delivery), and an incision that was not healing properly. If FMLA was is changed as proposed by the DOL I would not be given the opportunity to make the care of my newborn and my health a priority. Please make American families a priority and allow use to continue to care for ourselves and our loved ones. Without strong families America cannot work.

Sincerely,
Rosalina Mantonie
278 Shetland Drive
Williamsville, NY 14221

Maria Martinez

601 Snyder Ave , Aromas, CA 95004

April 1, 2008 10:34 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have been a teacher for seven years now and have had the opportunity to take extended family leave after having my two daughters.

It was extremely important for me to be at home with my newborns for more than the six weeks allotted.

I had some sick time saved up which helped and I was able to establish breastfeeding for both of my children. This was of the utmost importance to me. The extra time at home helped me to get started and continue breastfeeding for a year. I was able to begin pumping at home often and save up milk for my babies once I did return to work. Also, I was able to easily take my newborns to the many doctor's visits required for new babies. Returning to work after only 6 weeks would have made this very difficult to schedule, especially once I had my second child.

I am very grateful that I was able to take the extra time I needed. It was well worth it. As a teacher working with children each day I see first hand the benefits of bonding with children and getting them started on the road to good health from the beginning. We value this with our students and their families and I feel we should continue to value this with our own children. The FMLA helped me to do this. Although both times I had to give up the chance to earn tenure, the benefits of bonding with my daughters, establishing breastfeeding and having the extra time needed to care for them was well worth it.

Sincerely,
Maria Martinez
601 Snyder Ave
Aromas, CA 95004

Renee Giaccone

1956 Chalker Hill , Glastonbury, CT 06033

April 1, 2008 10:00 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

It was extremely important to me and my family to use FMLA. I used the time to have my two children. It is extremely important for bonding between a parent and a child right from the beginning. This is a fact that has been proven many times. As it is, being a state employee, we have to use all our time that we had built up. The time for recovery for myself, the time to establish a relationship with a care-giver that I would have to entrust my infant enabled me to return to work - happy and healthy and ready to work. If you have people returning too early I would image depression, and other emotional related issues that would make it difficult to work to ones potential. The most important part of the FMLA was that I was able to return for a period of time at a shortened day. Caring for an infant, a toddler, a husband, a home, and working full-time is extremely overwhelming. The shortened day allowed me to get things done for the infant and for the family. It allowed me to make the doctor appts. without taking more time as doctor appts. are always scheduled during the day (no after-work hours). I can't image how seeing the doctor more frequently would help except putting more money in their pocket - the issue is time to heal physically and emotionally. Again, our society needs to put children and families as a priority to strengthen our society (our future).

Sincerely,
Renee Giaccone
1956 Chalker Hill
Glastonbury, CT 06033

Kristin Friscoe

57 Leroy Ave , Valhalla, NY 10595

April 1, 2008 9:15 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

As a mother of two and sole income provider for my family, I cannot imagine the FMLA becoming more difficult. With the birth of my first son, there were some scary moments prior to delivery that required that I stop working a month prior to my due date. Following his birth, it was discovered that he had a heart murmur due to 3 holes in his heart. This required numerous trips to the cardiologist to diagnose and monitor. While the birth of my second son had no complications prior to delivery, he quickly required medical attention for jaundice and was unable to leave the hospital the same day I was released. He, too, was diagnosed with a heart murmur which continues to be monitored 3 years later. In addition, he suffered from rectal bleeding which required visits to a gastroenterologist. My husband and I cannot imagine what we would have done if FMLA had not been there to ensure that we would continue to receive a paycheck. It is hard enough to accumulate the sick time that then gets taken from you for doing the most incredible thing that you can do - become a parent. The thought that you could/would be unpaid while you heal (both emotionally and physically) as well as tend to your family. And while I have not had to use FMLA for reasons other than a "maternity", I anticipate that as my family ages, such a need may arise. Please protect the benefits and integrity of FMLA.

Sincerely, Kristin Friscoe

Sincerely,
Kristin Friscoe
57 Leroy Ave
Valhalla, NY 10595

Amy Iascone

32 Garden Ave. , Wilmington, MA 01887

April 1, 2008 8:30 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In September of 2003 I found out my father was diagnosed with stomach cancer. Uncertain how long he had to live or the severity of his cancer, he began chemotherapy. By November he had become more sick & had shown no signs of improvement. With a continued effort to save his life, he traveled to Chicago for medical treatment, which once again did not help. In the beginning of January, my mother called to inform me that the doctors had given him only a short time to live. I have lived in Massachusetts for 5 years, and he lived in Connecticut. Knowing I couldn't see him every day, now in the end of his life, was unbearable. So, it was at this time I decided and was allowed to take off 3 months of work if need be using the Family Medical Leave Act. Without the FMLA, I would not have been able to see my dad during the final days of his life. Unfortunately, I didn't need the entire three months, but I had them if I was lucky enough to have him alive all that time. I didn't receive a pay check during the time I used the FMLA. I wasn't aware that I was able to use them during this time. If I had been able to be paid for the time I missed work, it would have helped my family immensely with the bills that went unpaid.

Sincerely,
Amy Iascone
32 Garden Ave.
Wilmington, MA 01887

Fritzie Huang

4711 Pikes Peak Lane , Bakersfield, CA 93311

April 1, 2008 7:52 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used FMLA Leave to care for my newborn and I am really glad that I did. The time I spent with him using FMLA is precious and one that I will not change for the world. I used it to bond with my first newborn. I believe it is important to keep the FMLA the way it is. Other countries get even more than 12 weeks for maternity/paternity. Why is our country going backwards rather than forward?

Sincerely,
Fritzie Huang
4711 Pikes Peak Lane
Bakersfield, CA 93311

Deborah Spencer

209 So. Greever St. , Rural Retreat, VA 24368

April 1, 2008 7:44 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband and I both worked for the same company, since 1998 he has had 5 heart attacks, seizures, depression and has diabetes. He is now on disability, with volumes of paperwork to prove his medical history. Our company at that time was very understanding and worked with us. The company has since changed hands and is a very cold corporation, they hired a third party to handle their FMLA and short term disability. These people are very hard to deal with, they ask for information that they are not entitled to, deny and prolong claims, harassing people in their homes at stressful times.

FMLA is a wonderful thing, laws should allow the company to verify, but should not make it harder on those that really need this time! I can't afford to lose time from work, but I do need the FMLA. Our life should not be made harder, there are ways to stop abuse, right now one already has to go through a lot of hurdles to use FMLA leave.

Sincerely,
Deborah Spencer
209 So. Greever St.
Rural Retreat, VA 24368

Jennifer Cole

10 Fawn Ridge Drive , Cortlandt Manor, NY 10567

April 1, 2008 7:35 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have used FMLA twice to care for my newborn children. My district has a strict attendance policy, and I would have been penalized for having to take time to recover from the deliveries had it not been for FMLA. I was also able to use my sick leave, so I could pay my bills while I was unable to work. Many people in my school district utilize FMLA; losing this right would be devastating for our people.

Sincerely,
Jennifer Cole
10 Fawn Ridge Drive
Cortlandt Manor, NY 10567

Mary Nash

6307 Evanston Ave. , Raytown, MO 64133-4929

April 1, 2008 5:25 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I can't imagine not having FMLA or a lesser act than it is.

I took FMLA when my son was emergently hospitalized and in critical care for weeks, and thereafter when he needed someone to be with him 24 hours/day for a month. His spouse had to work and I was able to take the time to be with him.

I wasn't paid because I did not have any leave time as I was a PRN RN. For those who get paid on any leave, have worked for those hours and those hours belong to them to use for what ever reason.

I have to ask who would benefit from cuts in the FMLA?

Please don't make it more difficult for workers to take a leave to care for their families.

Sincerely,
Mary Nash
6307 Evanston Ave.
Raytown, MO 64133-4929

Francis Dulac

1111 west glen falls rd , DeLand, FL 32720

April 1, 2008 4:40 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have been a school teacher for 37 years. This past year I had a stent put in a 90 percent blocked artery and in 2 months it failed and I had a heart attack. I am on leave now -FMLA- and I am using my sick days to cover my pay. I have to receive treatment called EECF for one hour each day for 35 days and this could not occur without the FMLA leave. This is the only treatment left for me since in 1966 I had a quad-bypass.

I have worked hard to earn sick leave for such a situation and this leave provides me my same job and pay when I return.

It would be a disaster for this act to be changed or removed from future employees.

I have over \$10,000 in medical bills even with insurance and without a normal pay check I could not keep my house and pay my medical bills

Sincerely,
Francis Dulac
1111 west glen falls rd
DeLand, FL 32720

Amy Tulowiecki

59 Doe Haven Circle , Depew, NY 14043

April 1, 2008 3:12 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I was able to use the FMLA Act for 12 weeks of leave to care for my newborn son. I am a teacher, and we are permitted to use six weeks of paid sick time, so half of my FLMA leave was paid. Those twelve weeks were invaluable to me as a new mother. I had minor postpartum physical complications, and I cannot imagine having to return to work immediately- it would have been physically and emotionally painful. The time I spent with my new son was precious, and I am extremely grateful that I was there with him during his first weeks of life rather than having to rely on the care of a facility. FMLA leave for new mothers is vital- it's best for the mother and baby to be together for as long as possible. It would be devastating to a new mother to lose this.

Sincerely,
Amy Tulowiecki
59 Doe Haven Circle
Depew, NY 14043

Megan Mitera

16806 S Parker Ridge Dr , Lockport, IL 60441

April 1, 2008 2:34 PM

Subject: Please Don't Make it Harder for Workers to Use FMLA

RIN 1215-AB35

Last fall I used the FMLA to stay at home with my newborn for 12 weeks. Because I had enough leave time accrued, my whole maternity leave was paid. It was so beneficial for me to be home with my daughter so that we could form that special bond during the most formative days of her life. Without FMLA, I would have had to miss out on some of that precious time with her. I would have had to return to work earlier or go without pay for several weeks. This would have made it extremely difficult for our family to make ends meet. Please do not alter the FMLA, as it would be detrimental to so many families if they were not able to access the leave as it is written right now.

Sincerely,
Megan Mitera
16806 S Parker Ridge Dr
Lockport, IL 60441

Robert Marino

2 Myles Standish Drive Unit 1 , Haverhill, MA 01835

April 1, 2008 1:12 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My wife and I will be having a baby soon and we are relying on her staying home until we can find day-care that we can afford. Currently, it would cost us more money to put our child into day-care than it would for my wife to take time off of work. Basically, as teachers, we do not make enough money to pay for day care. My wife needs to take family leave until we find a family member who will watch our child. If we had to pay for day-care we would not be able to pay our mortgage and would then be homeless.

Sincerely,
Robert Marino
2 Myles Standish Drive Unit 1
Haverhill, MA 01835

Jack O'Connell

71 Parkside Ci. , Braintree, MA 02184

April 1, 2008 12:54 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

After the birth of my first child I was able to take, what I felt to be, an appropriate amount of time off from work to ensure my baby was properly cared for in her infancy. I took three weeks of my vacation time. Currently, my wife is experiencing a very difficult pregnancy and I plan to take up to 4 weeks of leave to care for both my wife and my unborn child. Thanks to the existing Family Medical Leave Act I can confidently take this time from work without fear of repercussions. Please don't make it harder for workers to use the Family Medical Leave Act.

Sincerely,
Jack O'Connell
71 Parkside Ci.
Braintree, MA 02184

Sherrie Guin

2809 N. Fulton , Wharton, TX 77488

April 1, 2008 12:45 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In 2004 I was diagnosed with lymphoma. The first year I used all my sick leave and personal leave getting treatment. The last couple of years, if I had not had the FMLA my school could have let me go. I am still having to go through treatment and testing and miss lots of days. The FMLA at least helps me keep my job.

Sincerely, Sherrie Guin Wharton, Texas

Sincerely,
Sherrie Guin
2809 N. Fulton
Wharton, TX 77488

Joe Hill

1400 Virginia NE apt. # 71 , Albuquerque, NM 87110

April 1, 2008 12:43 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

To whom it may concern, I am writing to you, ask why would DOL even consider taking away any part of a provision that helps families in need during a family crisis. Please take into account that these are decisive or critical moments when we are in need and usually alone to take on the problems. Please rescind any proposal that would jeopardize anything to do with FMLA. Lord help you that you or one of your loved one may be the individual that is in need of the FMLA. Thank you in advance for your consideration.

Sincerely,

Joe Hill

1400 Virginia NE apt. # 71
Albuquerque, NM 87110

Karen Johnson

PO Box 9104 , Missoula, MT 59807

April 1, 2008 12:15 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I had three major surgeries since January. The FMLA helped me tremendously, along with donations from Missoula County Employees. I don't know anyone who can go six weeks at a time without pay. We need this benefit because you never know what tomorrow brings.

Sincerely,
Karen Johnson
PO Box 9104
Missoula, MT 59807

Nicki Willis

575 Brookhurst Dr. , Dallas, TX 75218

April 1, 2008 12:13 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I've relied on the FMLA this year as my mother underwent four hospitalizations, two rehab center placements, and home health care adjustments as her kidneys failed and she became a dialysis patient who could not drive herself to dialysis three times per week. Even with my sister, who was not currently working, the effort to support my mother as she tried to recover not only from kidney failure but also tried to survive the medical system as she contracted hospital infection after hospital infection was a gargantuan and exhausting task. It was actually my employer who observed our difficulties and who told me about FMLA and helped me get authorized. The FMLA is critical for families dealing with a health crisis such as we did. Yes, I still had to use my own leave, but my absences cannot be counted against me on an evaluation. Intermittent FMLA allowed me to stay employed, to take off when it was critical, and to see my mother through an, at times, hopeless medical crisis that nearly broke us with exhaustion anyway. Don't make it harder for employees to use FMLA. Our families are our first source of support and sustenance.

Sincerely,
Nicki Willis
575 Brookhurst Dr.
Dallas, TX 75218

Barbara Winston

3407 Nebraska , Amarillo, TX 79109

April 1, 2008 11:50 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I raised my kids and stayed home for 20 years before I went back into the outside work force. I raised my three children as a single person and worked in my home as a Day Care Provider. I did this because I knew that if I had a sick child of my own I would have to stay home and use up too many sick days. So I put my personal life on hold. I felt this was a sacrifice. I feel that spending time with your family during times of crisis is necessary for the family. When this country values families then there will not be such an out cry to keep this FMLA act in place. It is a moral imperative for this to continue to be in place.

Sincerely,
Barbara Winston
3407 Nebraska
Amarillo, TX 79109

Janet Harris

2691 Green Road , Shaker Heights, OH 44122

April 1, 2008 11:09 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My son has taken a job in CA where no immediate family members live. His wife is expecting a baby in July and he will need time off to care for the other children.

Sincerely,
Janet Harris
2691 Green Road
Shaker Heights, OH 44122

Annette Knight

116 Oak Isle Dr. , Longview, TX 75605

April 1, 2008 11:09 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My Sister had to use FMLA leave for her job. She was very sick with Mono. She is not married, so I don't know what she would have done had they not had FMLA. She had a house note to pay, food to buy, utilities, and all the other necessities. FMLA is a very important law.

Sincerely,
Annette Knight
116 Oak Isle Dr.
Longview, TX 75605

Mary Esther Benavides

8107 Hilltop Crest , San Antonio, TX 78251

April 1, 2008 11:05 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My son was in a horrific accident where he lost the use of one arm. Since the accident he has returned to work but if he didn't have FMLA to use for his doctor's visits and different tests that he had to have he would have lost his job. He was able to find a surgeon in Houston that tried to repair his nerve damage but he still has only limited use and struggles since he works on computers. He recently lost his job because of downsizing but I know that without his help of FMLA he wouldn't have been able to be a productive member of this society.

Sincerely,
Mary Esther Benavides
8107 Hilltop Crest
San Antonio, TX 78251

Amy Thomson

267 Broadbay Circle , Machias, NY 14101

April 1, 2008 10:16 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband had a heart attack and bypass surgery. He was only 52 years old. He needed me to be home and help with dressing, showering, feeding, cleaning and redressing incisions. If I hadn't been there, he would not have been able to take care of himself. I used the FMLA leave until he was able to care for himself. I received my salary during this time from unused sick days. Without that, I would not have been able to stay home and care for him. I really don't know what we would have done.

Sincerely,
Amy Thomson
267 Broadbay Circle
Machias, NY 14101

Mary Wheeler-McFarland RN JD

3365 Crystal Court East #C , Palm Harbor, FL 34685

April 1, 2008

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

To Whom It May Concern:

I am an RN and a teacher and have worked in PASCO and PINELLAS counties in FL. I used FMLA for the birth of my son. I was very ill and needed to be on bedrest prior to his birth. Then I required an emergency C-section and lost one and one half liters of blood due to abruptio placenta and needed to recover from near death...This was in 1999.

In 2005-2006 I used FMLA to care for my elderly 88y/0 father in Illinois who is diabetic and was recovering from his quadruple bypass summer 04, death of his wife fall 04 and illness of his caretaker, my sister, who became suddenly and gravely ill with cancer of the stomach and breast. She was diagnosed late Nov 05 and died middle of March 06.

To make a long story short, the school board of PASCO COUNTY gave me a more than difficult time. I gave up everything to go to Illinois and PASCO tried to deny my ability to take a leave. Then they tried to force me to come back to Florida in April to work roughly the last month of school.....despite the fact that my dad had a physician documented medical/mental decline. I had to fight like hell at a time when I should have been able to devote my time and resources to my family. In the end they tried to make me pay back my medical coverage benefits.....to force me to come back....but my attorney intervened and I was able to stay and care for my dad in Illinois. I returned to FL in August 2007.

It is hard enough to justify FMLA as it is written. The horrible memory of my family's tragedies were made worse by my former employer's callousness and their ignorance.

Don't make things even worse for families that now need the support that FMLA provides.....especially in this time of war!!!

Sincerely,
Mary Wheeler-McFarland RN JD
3365 Crystal Court East #C
Palm Harbor, FL 34685

Eileen Byrne

6520 N Minnetonka , Chicago, IL 60646

April 1, 2008 10:04 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In July of 2006, my mother had a devastating stroke. She went from being a very healthy woman to needing full time care in a manner of seconds. My family and I vowed that she would have a family member with her at all times. My brother was able to stay with her during the daytime due to the Family Leave Act. He was able to use his sick days so he would not have a financial hardship on top of the emotional toll an illness like this takes. I plan to make use of the Family Leave Act for the next year.

One of the family has been with my mother every second since her stroke. We have stayed during each hospitalization and rehabilitation. I can only say that we have caught so many mistakes. Some of which were life threatening. We actually intervened and removed her from one facility. I am sure that she would have died if she would have stayed there. Because we were acutely aware of everything going on, we were able to intervene in a timely manner.

Our being able to be involved in every aspect of her care has made all the difference in her recovery and it would not have been possible without the Family Leave Act.

Sincerely,
Eileen Byrne
6520 N Minnetonka
Chicago, IL 60646

Cherie Lehmann

27 Columbine Lane , Kings Park, NY 11754

April 1, 2008 9:38 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

On November 26, 2006 I gave birth to a beautiful baby girl. I am a music teacher and I was allowed to take the twelve weeks (FMLA) to care for my baby. This time with her has been incredible. I have been able to be with her to see her first smile, her first giggle and to watch her discover her toes. This time has been vital to our family as well because my baby developed an allergy to milk and has reflux. This has caused her to be a very fussy baby who does not sleep well at night. Physically and emotionally, I don't know how I would have gone back to work before the end of the twelve weeks.

I believe that family is the most important asset anyone has. However, just like all of the good things in life they need to be cared for and given the attention that is required. The family structure is already stressed to the limit in today's world. We need MORE time to devote to our families, not less.

Sincerely,
cherie lehmann
27 Columbine Lane
Kings Park, NY 11754

Sarah Reese-Carter

5 York Ct. , Baltimore, MD 21218

April 1, 2008 9:35 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

If I was not able to take FMLA during the last years of both of my parents lives I would not have been there for them. Although I had to take it several times without pay just knowing that I could be with them was one stress I did not have to worry about. If FMLA was not available I don't know what I would have done. It gave me the time I needed with my parents at the end of their lives.

Sincerely,
Sarah Reese-Carter
5 York Ct.
Baltimore, MD 21218

Faye Lynn

4445 S. Drexel Blvd , Chicago, IL 60653

April 1, 2008 9:30 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

A week after we buried my father, my brother died. The day we buried my brother, my mother collapsed into an almost fatal case of depression and lost all muscle coordination. I used all of my available unused time for family leave. This afforded me the time to get the medical and psychological help for my mother that I needed during this time of unimaginable grief and stress. I can't imagine how I could have taken care of all the after death matters of my family without having the family leave.

Sincerely,
Faye Lynn
4445 S. Drexel Blvd
Chicago, IL 60653

Katherine Hewett

4848 S. Alameda St. Apt 1404 , Corpus Christi, TX 78412

April 1, 2008 9:14 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

During the last school year, I was stricken with an illness that prevented me from working. I was out of work for seven weeks. If it had not been for the FMLA, I would not have been able to pay my bills and rent. I care and financially support a disabled mother. The FMLA was a life saver to us. I am still burden with medical bills because of this illness.

Sincerely,
Katherine Hewett
4848 S. Alameda St. Apt 1404
Corpus Christi, TX 78412

Mary Russell

1041 Harrison , Corpus Christi, TX 78404

April 1, 2008 9:04 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

When I adopted 4 children it allowed me to take off 2 weeks and get them settled into school and in our home without this time off and knowing I would not loose my job I may not have adopted children

Sincerely,
Mary Russell
1041 Harrison
Corpus Christi, TX 78404

Grace Beecherl

54575 Amber Drive , Macomb, MI 48042

April 1, 2008 9:00 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Mom was 93 years old when she died 1 1/2 years ago. She lived with me for a short period of time, but then she had some mini-strokes, along with her many health problems, which left her confused at times. Then she lived in an assisted living facility, however, required me to oversee her care, many doctor's appointments and hospital emergency runs. I was her Personal Representative and had Power of Attorney, thus it was necessary that I be there for her. I applied for FMLA which enabled me to meet these needs. Without FMLA, I would not have been able to help my mother during working hours, which would have been devastating to her well being. It would be disastrous to families if FMLA were changed. I was able to use the FMLA on an intermittent basis and for the most part, had enough leave time (I was also allowed to make the time up) so that I did not lose much pay, but it also protected my health benefits. I advocate FLMA be left as is.

Sincerely,
Grace Beecherl
54575 Amber Drive
Macomb, MI 48042

Mary L. Fraser

PO Box 93 4161 State Route 3, Star Lake, NY 13690

April 1, 2008 8:56 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I had to use the FMLA when my father-on-law needed hospice care as he had colon cancer that had advanced to bone cancer and after all else failed he had a very short time to live. My husband and I are both teachers and we would take turns staying with his brothers and sisters for the entire time August through November until he died. If the FMLA had not existed we would not have been allowed to take the time from our classrooms to be with Roderick and we would not have been able to help ease him into his death. His wife, and our mother had died many years earlier and he needed his children to help him. Otherwise, he would have been placed in a hospital hooked up to tubes and tubes suffering unspeakable pain without his children at his side. We would not have been able to afford to take the time from work as we have children of our (4) and the paychecks needed to continue to pay our own bills and provide for our own children. This is not a luxury. This is a necessity and in the long run, it saves money.

Sincerely,
Mary L. Fraser
PO Box 93
4161 State Route 3
Star Lake, NY 13690

Mary Lou Hartman

10375 Centurion Parkway N. , Jacksonville, FL 32256

April 1, 2008 8:40 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

If it wasn't for FMLA I would be on corrective action with my job, and I would be in seriously worse financial problems.

I am a single mother, who has the medical problems. It is a struggle to make ends meet as it is, but without the FMLA I would be in worse shape, both with not receiving my normal pay, but also my company has gone to a HSA health account system, and as it is right now, until I make a \$3200.00 deductible I have to pay high prices for seeing doctors, and getting my medications.

Please do not change the FLMA rules and regulations, it would impact so many people that work hard as it is to make ends meet, but with the changes it could make it impossible.

Sincerely,
Mary Lou Hartman
10375 Centurion Parkway N.
Jacksonville, FL 32256

Ann Kiefer

25 Landings Dr , Amherst, NY 14228

April 1, 2008 8:34 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

As a working mom, I used FMLA to care for my newborn son. At the time, my husband was struggling to maintain his own business I had no choice but to stay home and care for our child for the first few weeks. FMLA provided the income and health benefits that we desperately needed.

Sincerely,
Ann Kiefer
25 Landings Dr
Amherst, NY 14228

David McDonald

1170 Middlesex St Apt 5, Gibsonia, PA 15044

April 1, 2008 8:04 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

The benefits to hard working Americans of the FMLA far outweigh its possible faults. While I have never used the benefit, a number of my colleagues have, and without the 12 weeks of paid accrued leave, they might not have been able to use the time to treat their families while having the economic blanket of a wage. Many families cope every day with serious illnesses, even more so because of the graying population, and keeping this leave is critical to the welfare of hard working citizens of this country.

Sincerely,
David McDonald
1170 Middlesex St
Apt 5
Gibsonia, PA 15044

Patrick Mitrine

48 Peterbush Drive , Monroe, NY 10950

April 1, 2008 8:03 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have not used FMLA leave in my years of employment. However, my wife is 8 months pregnant, I have a 3 year old and I am a full time employee. My wife was just let go due to a major company wide lay off. In 1 month, I MAY have to use FMLA if my wife needs recovery from pregnancy. Please do not take away a safety net that is used by individuals who MAY have to require it.

Sincerely,
Patrick Mitrine
48 Peterbush Drive
Monroe, NY 10950

Jeannie Wattles

5108 E. Lawrence Ave , CHILLICOTHE, IL 61523

April 1, 2008 7:39 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband is terminally ill with ESRF and on disability at age 57. I need the FMLA to take him to and from Dialysis, Doctor Appointments, and Hospitals. He can not drive and because of his age, he does not get to ride free on the public transportation, therefore I must take time off of work to take him.

I have three grown children, now, but when I was a single Mom, trying to make it in this ruthless world on a little bit of nothing, it was so important that I could take the time to take care of sick, needy children without the fear of losing my job.

Sincerely,
Jeannie Wattles
5108 E. Lawrence Ave
CHILLICOTHE, IL 61523

Pam Roiger

10202 30th street, SE , Bemidji, MN 56601

April 1, 2008 7:18 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I support the FMLA leave. It is important for all families. Please retain FMLA without reducing components of the leave.

Sincerely,
Pam Roiger
10202 30th street, SE
Bemidji, MN 56601

Dawn Lemieux

1003 Broadway St , Lisbon, ND 58054-4723

April 1, 2008 5:25 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Dear Sir, Last year when my grandfather had to have surgery and my grandmother at 87 years young need help to drive him and take to appointments I used this. Also when my Dad Had to Have open heart surgery in Alabama and my mom need my help that was the only pay I received was from this family leave . I don't know how bills were going to get paid for I didn't have any vacation or sick leave built up. I was working temporary and the state offered me nothing for being temp. other then support and house cleaning and I suspected a meal made for us and a dinner paid for us which we didn't have the money to have so this was all grateful please don't take this away from many hard working employee some don't even know that this a great benefit. Please know that this was great help. Think about it being me or you needing to help someone you love and no one able to get time except for this act . It could be your son or daughter who has no way to come and help you if it wasn't for this act. Think.

Sincerely,
Dawn Lemieux
1003 Broadway St
Lisbon, ND 58054-4723

Marcel Cary

409C Cork Harbour Cir , Redwood City, CA 94065

April 1, 2008 12:38 AM

Subject: Make it easy for me to use FMLA

RIN 1215-AB35

After working a new job for year, I didn't have enough Paid Leave to bond with my new child. As a father, I knew that plenty of time off would be critical to making the adjustment to parent hood and fostering loving feelings of attachment rather than just a lot of unpleasant stress.

Although I was eligible for more, I only elected to take 3.5 weeks off work for birth. That's 2.5 weeks more than the one week I would have had from my accumulated regular paid leave. I think that made a huge difference.

At 1 week after birth, *I* was still recovering from being up all night for labor and getting sleep interruptions thereafter. I would have been a wreck at work.

I'm very thankful for the extra bonding time and the partial pay that made it financially feasible.

I hope to take slightly more leave when the time comes for my second child.

Sincerely,
Marcel Cary
409C Cork Harbour Cir
Redwood City, CA 94065

Karen McGorty

345 Lakeland Avee , Sayville, NY 11782

March 31, 2008 11:15 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband was recently in a horrific car accident that left him hospitalized in an intensive care unit for over 2 months. He is now severely disabled in a rehab facility. I was able to be by his side because of FMLA.

I had the accrued time which enabled me to continue to pay my expenses. Without it I would have gone from 2 salaries to none. The stress of the situation is enough, without having to worry about your job and financial future.

Sincerely,
Karen McGorty
345 Lakeland Avee
Sayville, NY 11782

Alice Ramos

4175 Curtis Blvd. , Cocoa, FL 32927

March 31, 2008 11:15 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Dear DOL, As a single mother (widowed), I have been recently diagnosed with hydrocephalus which will require some time to be absent from work. As the sole support of my 16 year-old, I am concerned regarding her care. I will have to return to work asap. Since my brain surgery was unexpected, I am concerned that leaving work for this surgery will mean the end of my job.

Sincerely,
Alice Ramos
4175 Curtis Blvd.
Cocoa, FL 32927

Janice Maund

3949 Evelyn Drive , North Olmsted, OH 44070

March 31, 2008 11:13 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA made it possible for me to maintain my employment after necessary surgery (double knee replacement). My recovery took two months before I could resume my position as a speech/language pathologist working with special education students in the Cleveland Metropolitan School District. It has been three years since I used FMLA. Without FMLA my family would have suffered with lost income, I would have lost my seniority and retirement benefits that I worked for 17 years to accrue, and my students would have lost my special services. I remain a tax paying, contributing good citizen because of the availability of FMLA in my time of need. Please do not take away such a wonderful safety net for citizens such as myself.

Sincerely,
Janice Maund
3949 Evelyn Drive
North Olmsted, OH 44070

Janet McMillen

205 Collin St. , Nevada, TX 75173

March 31, 2008 10:28 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I haven't needed the FMLA, however it is a comfort to know that if my husband's physical ailments become more serious I can take the time needed to care for him. My mother is in her 80's, and I may need to depend on the FMLA to take care of her. The custodian at my school is caring for her mother who has cancer. She depends on the FMLA to enable her to continue to care for her and keep her job. This country needs to support families by promoting legislation to help nurture families.

Sincerely,
Janet McMillen
205 Collin St.
Nevada, TX 75173

Caren Wilder

661 Artwood Drive , Philadelphia, PA 19115

March 31, 2008 10:23 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used the FMLA twice, first with the birth of my daughter and later with the birth of my son. Although I wasn't paid for the time I used (89 days), I was allowed to keep my medical benefits. Each of those 89 days was precious to me and to my children. Without them, I would have had to return to work after six weeks and begin putting my babies in daycare at six weeks of age rather than four months with my daughter and six months with my son. My son was later diagnosed with autism, which made it even more important that I had that time to bond with him in the first six months of his life.

Sincerely,
Caren Wilder
661 Artwood Drive
Philadelphia, PA 19115

Bill Tiwald

1509 Georgene Dr Ne , Albuquerque, NM 87112

March 31, 2008 10:18 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

When I was 45 years old I was struck with cancer. I since have fully recovered however my job was protected by the Family and Medical leave Act. Please do not damage it.

Sincerely,
Bill Tiwald
1509 Georgene Dr Ne
Albuquerque, NM 87112

Mary Graham

1890 Glacicer Ave #202 , Junau, AK 99801

March 31, 2008 9:50 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have had to use FMLA leave on three occasions in the 5 years.

Sincerely,
Mary Graham
1890 Glacicer Ave #202
Junau, AK 99801

Susan Brinchman

PO Box 3422 , La Mesa, CA 91942

March 31, 2008 9:27 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I utilized the FMLA to help maintain my health insurance for three months longer, paid by my employer, when I came down with a permanently disabling illness. This helped me make ends meet on my disability pay. Why would we want to make things worse for workers? People's health depends on insurance and not losing jobs. How can we keep America strong without protections such as FMLA?

I recommend we keep it and expand it to two years or more.

Sincerely,
Susan Brinchman
PO Box 3422
La Mesa, CA 91942

Virginia Bader

314 Reveille Road , Austin, TX 78746

March 31, 2008 9:17 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am a speech pathologist in an Austin, Texas high school. My 33 year old daughter was married to a Dutchman and living in London, England. She was pregnant and the two of them were basically alone there. I was granted two weeks leave to be with my daughter when she gave birth to her first child. If I had not been there she would not have had anyone to help take care of herself and the baby. Because of this leave I was able to be there, share in the joy and take care of her for two weeks. I would like to have stayed longer but did not feel I could leave my students longer. She was so appreciative of my ability to be there...all because of FMLA. Do not make this harder to access. It is important for workers to be available at important times in lives.

Sincerely,

Virginia Bader 314 Reveille Road Austin, Texas 78746

Sincerely,
Virginia Bader
314 Reveille Road
Austin, TX 78746

Nesa Johnson-Agar

14679 Brookside Drive , Belleville, MI 48111

March 31, 2008 8:59 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband has served our country for 22 years as a USN Corpsman. Prior to his retirement he needed surgery. I needed to leave my classroom in Michigan and go to Virginia where he was stationed and had his surgery. It was necessary that someone stay with him for his recovery. After a week he was able to fly home with me and continue his recovery for the next 6 weeks. Without my approved leave and better yet receiving leave without fear of my job being in jeopardy was a relief. My energy needed to be given to my husband 100% as he has given to this country so much more.

With gratitude,

Nesa Johnson-Agar
14679 Brookside Drive
Belleville, MI 48111

Barbara Dame

47316 Bartlett Dr. , Canton, MI 48187

March 31, 2008 8:57 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In 1994, my daughter was born premature - 2 month too soon. Thanks to the Family Medical Leave Act I was able to take the time I needed to spend with her to help her to survive while still maintaining my employment status. It was one less thing to worry about while I cared for my beautiful newborn. She is now 13 years old and towers over me!

Sincerely,
Barbara Dame
47316 Bartlett Dr.
Canton, MI 48187

Lisa Nippert

4194 N. Landar Drive , Lake Worth, FL 33463

March 31, 2008 8:26 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In 2003, I had major surgery. I would not have been able to return home and take care of myself if my husband had not been able to take FMLA. It was a difficult recovery and I could do very little for myself. Having my husband here at home for the weeks following my surgery was a blessing. Please reconsider making changes to this valuable leave. Ordinary, real people NEED FMLA.

Sincerely,
Lisa Nippert
4194 N. Landar Drive
Lake Worth, FL 33463

Schewanda Guyton

1264 Everwood Dr. SW , Marietta, GA 30008

March 31, 2008 7:32 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used the FMLA suddenly in 2001. My sister was given 72 hours to live if she did not receive the medical attention needed. I had less than 2 hours to get my affairs in order before taking a flight to M. D. Anderson Cancer Center in Houston, TX where the needed care awaited.

If not for the FMLA, I probably would not have been able to return to the school where I had worked so hard to help establish one of its programs. I more than likely would have had to look for a job somewhere else upon my return.

I was paid for that leave because I had enough accrued leave to cover my absence. It should be obvious that unplanned emergencies take a toll on your health as well as your pocket. There were so many expenses involved: travel, temporary relocation (3 months), food, medical expenses not covered by insurance, and intermittent visits home to take care of my own health and household. If it were not for the uninterrupted receipt of my paychecks, my sister and I probably would not have survived.

I can only imagine how more frequent medical visits will affect my schedule and my pocket. My sister is in remission. I am her bone marrow donor. Praise God!

Sincerely,

Sincerely,
Schewanda Guyton
1264 Everwood Dr. SW
Marietta, GA 30008

Jill Conley-Barbuto

1617 S. Lincoln St. , Kent, OH 44240

March 31, 2008 7:21 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Although I have not used FMLA as yet, I would certainly appreciate the support in a scenario requiring a time commitment. I would also hope that my friends and colleagues would be able to easily avail themselves of FMLA Rights.

Sincerely,
Jill Conley-Barbuto
1617 S. Lincoln St.
Kent, OH 44240

Mary Mazzarella

113 Crystal Beach Blvd. , Moriches, NY 11955

March 31, 2008 7:18 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used FMLA to care for my newborn children. I did not have to choose between health insurance and my children. It was the difference between 6 weeks with my newborn or 3 months. I contemplated using FMLA to be with my father when he was dying, he died before I got the chance to make that decision. I had such peace knowing I had the option and the time without fear of losing my job.

Sincerely,
Mary Mazzarella
113 Crystal Beach Blvd.
Moriches, NY 11955

Sally White

134 Copenhaver Ave. NE , Palm Bay, FL 32907

March 31, 2008 7:14 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I personally have not had to use FMLA but several teachers at my school have this year. We've had a husband die from cancer and another husband diagnosed with cancer. We've had two teachers on leave to care for parents with medical problems. We've had two teachers on leave who had surgery. I believe all would had been hard pressed to pay bills if they had missed a paycheck.

Sincerely,
Sally White
134 Copenhaver Ave. NE
Palm Bay, FL 32907

Howard Merrick

41711 Whittier Ave , Hemet, CA 92544

March 31, 2008 7:13 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used FMLA leave to help you or your family through a time of illness, care for a newborn or to provide long-term care for a loved one. My Dad passed away and buy the use of this help of the family leave I was able not to think about losing my job at the time I lost him.

Sincerely,
Howard Merrick
41711 Whittier Ave
Hemet, CA 92544

Katrina Sharp

2515 Ellis St , Fairbanks, AK 99709

March 31, 2008 7:10 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

It is imperative that the Department of Labor not change the standards in which employees are granted FMLA. Too many times, good employees are penalized for bad decisions made by a few other employees. FMLA was a big part of my life in being a caregiver to my husband.

In November 2002, my husband was diagnosed with leukemia. Two years later, October 2004, he underwent a bone marrow transplant in Seattle, Washington, through the Seattle Cancer Care Alliance. We were required to move to Seattle; our home is in Fairbanks, Alaska. Caregivers are REQUIRED to accompany the patient through four-month long in-patient process (100 days).

I was granted 18 weeks of FMLA through my employment. Even though I had sick leave available, as I am a member of our sick leave bank, and also annual leave, it would not have guaranteed my job to be waiting upon our return to Fairbanks. The length of time allowed under FMLA to spend with my husband was invaluable during this time of high stress and uncertainty for our/his future.

FMLA helps to improve employee morale when they know they do not have to worry about time away from the workplace to care for a family member or themselves. Many times stress from an illness is overwhelming enough.

Thank you for the opportunity to voice my concerns.

Sincerely,
Katrina Sharp
2515 Ellis St
Fairbanks, AK 99709

Kristin Wamer

52 Springwood East , Oregon, OH 43616

March 31, 2008 7:05 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have used FMLA twice for the adoption of my two beautiful children. The notification to travel overseas to adopt each child came swiftly. Upon our return, both myself and my husband used the FMLA to bond with our children. We used this bonding time to help with the language barrier, post-orphanage stress, and family adjustment periods. It was hard enough to place my child in daycare upon my return to work. I can't imagine the stress, along with its long-term effects, this would have caused my son and daughter if I did not have time with the children the FMLA provided. It was comforting to know my time off did not result in financial distress. Without my continued income, the adoptions would not have been possible.

Sincerely,

Sincerely,
Kristin Wamer
52 Springwood East
Oregon, OH 43616

Milton Berry Sr

10926 Redbush Park , San Antonio, TX 78249

March 31, 2008 6:59 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

To Whom It May Concern:

For the last three years I have had to have surgery. The main surgery was the first operation I had. I was having a colonoscopy when it was discovered that I had had a tumor in my intestine. I had to have major surgery, and it went bad. I was on life support for two weeks, and needed several months to get back on my feet. I do not want to think what would have happened to my family, myself, and my house if FLMA did not exist in its present form. Because of FLMA, I was able to keep our lives on track. Please understand that by changing it, it would have an adverse reaction on families. I do not think that you would want that to happen, so please leave it alone.

Thank you,

Milton Berry Sr
10926 Redbush Park
San Antonio, TX 78249

Gayla Landrum

5334 Lanibeth St, , Houston, TX 77032

March 31, 2008 6:46 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA helped me and my family through a difficult when my father was in the last stages of Parkinson's Disease. He became bedridden and needed someone with him all the time. My mother who was the primary caregiver was worn down from years of caring for him. She needed help during these last few months. With FMLA, I would not have been able to help my mother and father during this crisis or I would have had to quit my job.

Sincerely,
Gayla Landrum
5334 Lanibeth St,
Houston, TX 77032

katherine frost

12317 Claremont Ave NE , Albuquerque, NM 87112

March 31, 2008 6:44 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My use of FMLA leave came two years ago this month when I received a call that my sister was seriously ill and I needed to fly to Redding, California. Unfortunately, my sister passed away. Upon my return home I found that I had a very bad case of depression and needed extended time off. I was granted the time and my pay was there to help me out. I am ever so grateful for FMLA, that was one less hardship that I had to endure during a very emotional period.

Sincerely,
Katherine Frost
12317 Claremont Ave NE
Albuquerque, NM 87112

Timothy Fedenko

PO Box 5401 , hagatna, GU 96932

March 31, 2008 6:26 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Five years ago we used FLMA to take care of our new baby. Since we didn't have any family living near us and the daycares where not what we wanted for our child my wife was able to take one year off and still keep her job our five year old has turned out a healthy happy child because of this. FLMA is finally step in the right direction. let not go backwards.

Sincerely,
Timothy Fedenko
PO Box 5401
hagatna, GU 96932

Janette Norton

4603 W. 38th Ave , Amarillo, TX 79109

March 31, 2008 6:21 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In 2000 I awoke one day with a fever. "Just the flu," I told myself. The doctor agreed . Three days later, with blood pressure at 70/30 and organs beginning to fail, I was admitted to the hospital for e-coli, brought about by my own body's contamination of itself from a gall stone left from a surgery three years before. The stone had worked its way through the lining of my intestines.

The intensity of the contamination and the diminished capacity of several organs to function left me at the mercy of FMLA. I had many unused sick leave days accrued but, thanks to FMLA, I was able to heal and regain my strength without fear of loss of pay or loss of a job. Our local school district assured me that, even though I might return when I felt able, I would also be able to use days as needed if the need arose.

Similarly, my neighbor's 13 year old daughter had surgery on her spine. Not only was the surgery five states and hundreds of miles away, thanks to FMLA, he was able to take the necessary time to stay with her while she recuperated. today she is one of the leaders of our student body and her high school experience is positive because she is able to actively engage in drama and dance. without such help, her healing process would have been slow and the family budget would have been drained.

I know of mothers and fathers who are able to spend time with their sick children, adopted children who get to be with parents for the first time, and sons and daughters who have been able to care for their elderly parents because of FMLA. FMLA was hard-fought for all of the right reasons. It was won for all the right reasons. Without it, a country in recession and without adequate health care will become one, not only of poverty and sickness, but one of even more broken families who are damaged by the loss of heart.

Sincerely,
Janette Norton
4603 W. 38th Ave
Amarillo, TX 79109

Jason Spiegel-Grote

423 Clermont Ave., #1 , Brooklyn, NY 11238

March 31, 2008 6:17 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Please keep the current FMLA standards.

Sincerely,
Jason Spiegel-Grote
423 Clermont Ave., #1
Brooklyn, NY 11238

Robert Flynt

31 hearthstone drive , Albany, NY 12205

March 31, 2008 6:16 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My wife used the FMLA to take 2 1/2 yrs. of maternity leave from her teaching job to care for our daughter who has grown to be a 17 yr. old high school junior. Our daughter is a high honor student, and very active in community service. There is no doubt in my mind that things would have been very different for our family if my daughter had been in daycare or my wife was forced to leave her job. The FMLA allows hardworking middle class families such as ours to be available for their children at a critical time in their lives as well as remaining in the workforce. Stop penalizing middle class families who are the backbone of this country.

Sincerely,
Robert Flynt
31 hearthstone drive
Albany, NY 12205

Nancy Luedemann

17875 101st Ave. N , Maple Grove,, MN 55311

March 31, 2008 6:11 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband was diagnosed with an inoperable brain tumor. I had a child 6 years old and another ten years old. My husband had been self employed and was insured under my health insurance. Three months after his diagnosis he was unable to work or drive and soon after that was unable to walk and talk. We were down to a one salary income. Because of the FMLA I was able to use accrued sick leave to take care of my husband. I used almost all the time that I had accrued in my 12 years of teaching. If I had been unable to use this, I would have been forced to quit my job to take care of him. We would have lost our house and our source of income and all insurance benefits.

Sincerely,
Nancy Luedemann
17875 101st Ave. N
Maple Grove,, MN 55311

Pamela Calhoun

2555 Riverwood Spring , Ellenwood, GA 30294

March 31, 2008 5:56 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am so thankful for FMLA. I'm off from work as of now due to surgery to my right elbow. I tried to wait it out for my summer break but my arm became more and more painful. If not for FMLA I'm not sure what my job situation would be. DOL, IF IT'S NOT BROKE DON'T FIX IT! It seems that the things that's helpful for the employees with our school systems those are the things that's taken away. I wonder why is that!!

Sincerely,
Pamela Calhoun
2555 Riverwood Spring
Ellenwood, GA 30294

Judi Poveromo

244 Norwood Ave. , Northport, NY 11768-1959

March 31, 2008 5:56 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I was able to take an FMLA leave of three weeks using accrued sick time to fly out of state to help my mother, who had suffered a fractured hip. My mother's income is only \$12,000 annually. She does not have the resources to hire a caretaker. I'm it.

Sincerely,
Judi Poveromo
244 Norwood Ave.
Northport, NY 11768-1959

Jeffrey Swartz

45 Tuscarora Path , Ickesburg, PA 17037

March 31, 2008 5:42 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am a factory worker and have a 9 year old daughter with cerebral palsy, epilepsy, behavioral problems and is mentally challenged. At my place of employment you can call off work eight times a year before you are fired. She has several appointments a year, IEP meetings, and seizures that you can't predict. I use my vacation time to take her for appointments and for those unexpected trips to the emergency room. As you can tell I don't get much of a vacation. FMLA has prevented me from getting fired. I do miss work to take care of my daughter. I would not have my job with out this. I can not afford to have anything change with this.

Sincerely,
Jeffrey Swartz
45 Tuscarora Path
Ickesburg, PA 17037

Jamilyn Romaine

580 Rangewood Drive SE , Palm Bay, FL 32909

March 31, 2008 5:40 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My family has recently benefited from the Family Medical Leave Act. Two weeks ago, I gave birth to a beautiful baby girl, 17 days prior to my "due date." I had a Cesarean Section, which is major surgery. The Family Medical Leave Act has allowed me to take time off from work to be at home to care for my newborn baby, as well as to heal and recover from the surgery. Having a new baby adds a lot of expenses, but FMLA allows me to continue receiving my insurance and other benefits while I'm out of work. The school board is still paying their portion of my insurance, which I could never afford to pay on my own. I am currently out of work on Short Term Disability, so I am receiving money, but it is much less than my regular salary would be. Teacher don't get paid enough as it is, and the maternity leave for Brevard County is not the greatest, but at least being able to use FMLA helps out in some way, which I am very appreciative of. Please do not make any changes to the current access to FMLA.

Thank you.

Sincerely,
Jamilyn Romaine
580 Rangewood Drive SE
Palm Bay, FL 32909

Flora Friedman

16500 Shadybank Drive , Dallas, TX 75248

March 31, 2008 5:29 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Teachers are NOT paid enough to enjoy the "luxury" of being out on maternity leave, extended illness, or (as our parents are living longer) having to deal with care for aging parents without pay. Bills, taxes, insurance, and life continue. Teachers do NOT make enough money to save for the emergencies that life provides us.

Without FMLA I would have been in serious financial trouble when my first child was born. I returned as soon as my doctor said I was able to. Later in my career I had to have a serious operation. I was out of work for 7 weeks. There was NO way that I could have afforded to miss that much work and still have been financially secure. I know that worrying about paying bills and financially protecting my family would have gotten in the way of a healthy recovery. Taking away a safety net of assistance rings of cruel and unreasonable behavior.

I am quite sure that if time was constructively spent on what is IMPORTANT in this country then there would not be a need to change FMLA. We (teachers) are all hard working Americans who pay taxes, pay social security, uphold the laws of this country, and who desperately try to set an example of what a good US citizen is.

Sincerely,
Flora Friedman
16500 Shadybank Drive
Dallas, TX 75248

Barbara Rice

3741 46th Ave S , Minneapolis, MN 55406

March 31, 2008 5:15 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

When my mother was dying from cancer I was able to use FMLA to take a 3-month leave to help my father with her care. This leave allowed my family to manage our responses to my mother's sudden decline and allowed my mother to die with dignity. The burden of her care 24/7 was simply too much for my father and the need became apparent rather suddenly after she had been in remission for six months.

Had I not been able to use FMLA to take an unpaid leave from my job, my father would not have been able to care adequately for my mother. Finding competent help would have been an enormous challenge and an added burden to the sadness he was already feeling.

The FMLA truly helped my family manage serious illness.' As far as I know, other industrialized countries in the world have the equivalent of FMLA. We should keep it in the U.S.

Sincerely,
Barbara Rice
3741 46th Ave S
Minneapolis, MN 55406

Wendy Conner-Heinle

1210 Queens , Brunswick, OH 44212

March 31, 2008 5:15 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am getting ready to use FMLA to bring my son home from Guatemala. I am a first time adopting mother. We have been trying to have children of our own for years and were able to be considered to adopt and have been waiting for this little guy since last summer.

I am going to be able to stay home and provide for this little boy's needs and be able to bond with him, because of FMLA. My need was immediate though, because we received just a week's notice that it was time to get him!

Thanks for all you do to make this possible for adoptive mothers like me!

Sincerely,
Wendy Conner-Heinle
1210 Queens
Brunswick, OH 44212

CANDIES WILSON

1439 belt , st. louis, MO 63112

March 31, 2008 5:06 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I had a feminine problem for 5 years and my doctor told me that I need to have surgery ASAP. I couldn't do it at first because I did not have enough time (8 weeks). I still did not have enough time, but that surgery and the rest afterward gave me a clear thinking of my family. I didn't really miss the paycheck because I was with my family and they stress their concerns to me about working late hours and not communicating with them. the FMLA is very important our lives today.

Sincerely,
CANDIES WILSON
1439 belt
st. louis, MO 63112

Barbara Janusiak

1539 S 60th Street , West Allis, WI 53214

March 31, 2008 5:06 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My family is trying very hard to keep my 89 year old father and 87 year old mother in their own home. Because I am a registered nurse, my parents, from time to time have felt that I have saved their life.

My mom would have died in 1998 if I had not had the time to spend with her and talk to her Dr. about her health and ultimately get her a pacemaker. My father would have died from sepsis and drug allergies and been bed ridden for the rest of his days if I had not had the time to spend with him talking to his Dr. about his health care in 2002. Both of these were in great part thanks to intermittent FMLA.

They no longer remember all of the things that the Dr. tells them and at times forget to mention all of their health problems at their Dr. visits. Thanks again, to intermittent FMLA.

I really try to schedule their Dr. visits on my off time, but when an emergency arises, thanks to FMLA, I can be there with them.

My parents think that FMLA has given them a better quality of life and a longer life.

Last year my husband was battling cancer. He was able to attend his Dr. appointments and radiation treatments by himself with me accompanying him on my day off. I didn't need to use FMLA for that purpose but was relieved to think that I would not have to chose between my husband and my job.

Please do not weaken FMLA and prevent us from taking care of the people that we love.

Sincerely,
Barbara Janusiak
1539 S 60th Street
West Allis, WI 53214

Karen Crofton

12730 S. Auburn , Palos Heights, IL 60463

March 31, 2008 4:59 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

When I had my second baby in December 1006, I was able to use my accrued leave to care for my infant and to secure child care.

If I would not be paid for my leave, I would have been unable to return to work. I would have had to give up a 25 year career.

Please do not change the provision of using accrued leave. This change will harm many people who save their time for emergencies.

It would be a shame if people would have to quit their jobs because of an unplanned emergency.

Sincerely,
Karen Crofton
12730 S. Auburn
Palos Heights, IL 60463

Electa Arenal

172 West 79 Street (5G) , New York, NY 10024

March 31, 2008 4:56 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

When my mother got sick with terminal lung cancer I was able to take the time to be the major care-taker and companion during her final years of life.

Superiors with a conscience have been forced to find ways to help their colleagues in the face of inhumane and unjust rules.

Sincerely,
Electa Arenal
172 West 79 Street (5G)
New York, NY 10024

Shannon Lembke

396 Washinton Hwy , Snyder, NY 14226

March 31, 2008 4:44 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am writing to share with you how important the FMLA act is to working mothers. I have used FMLA twice, after the birth of my two children. For those of us mothers who need or desire to work after having children, having FMLA in place to protect us is essential. While I know that the proposed changes are not looking to take that away, I still think it's important to state that. It was precious to have the time to bond with my children before having to leave them. The time before giving birth was very stressful for me not only because of the upcoming unknown of a baby but also because I was leaving a precious job, teaching in my case, to someone new and unfamiliar. I worked hard to make the transition as easy as possible for everyone involved, especially my students. Your proposed changes would be making this stressful time even more difficult. I urge you to keep FMLA as it is...if anything, mothers desire much more time to spend with newborns.

Sincerely,
Shannon Lembke
396 Washinton Hwy
Snyder, NY 14226

patricia harvey

852 charlesgate , east amherst, NY 14051

March 31, 2008 4:18 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I needed to use my accrued leave time for recovering from an acute case of chronic fatigue. I had to use all my sick days to do this, but I did recover and I am not sure what I would have done if this wasn't an option.

Sincerely,
Patricia Harvey
852 charlesgate
east Amherst, NY 14051

Susanna Cooper

P.O. Box 1300 Manzano Vista Middle School, Los Lunas, NM 87031

March 31, 2008 3:22 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

As a matter of fact, I just returned today from FMLA leave to care for my 96 year old mother, with help from hospice, until she passed away on March 16th. My mother fell and had hip surgery on February 4th and never really recovered, so she was put in hospice care on February 16th. I used up all my sick and personal leave caring for her and the only way I could stay and be sure I would still have a job when I came back was to apply for FMLA leave. I am an only child, so it was very important for me to be able to be with my mother during her final weeks, to be sure she was comfortable and did not die alone but knew she was loved and well cared-for.

When a loved one is very sick and dying, it's hard enough on someone, and then having to lose income in order to be with them is a hardship too, but to have to worry about whether or not you will have a job upon your return would make an already painful situation almost unbearable.

Please do not change the application of the FMLA, so it can continue to enable workers in situations like mine to do what they have to do for family members without undue additional worry and upheaval in their lives.

Sincerely,
Susanna Cooper
P.O. Box 1300
Manzano Vista Middle School
Los Lunas, NM 87031

Julia Wilson

4283 W. 21 Street , Cleveland, OH 44109

March 31, 2008 3:12 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have had to use FMLA intermittently this year for an ongoing illness that has become worse. It has been a godsend and probably the only reason I have managed to stay working.

I didn't have sick time accrued, so financially it has been a real schedule. My illness and prescriptions are still not fixed. It has been difficult to work when my medications are not controlling my condition. We have had to not pay some utility bills and borrow money from my mother-in-law and my parents. If a positive change could be made to help provide during this long-term illnesses, that would be great.

The increased medical visits will not affect my schedule as I see my therapist every two weeks, and my doctor several times a year. The only effect it will have is in increased out of pocket co-pays for the visits.

Sincerely,
Julia Wilson
4283 W. 21 Street
Cleveland, OH 44109

Natalie Schmid

65 Concord Dr. Apt3 , Buffalo, NY 14215

March 31, 2008 3:07 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

To Whom it May Concern,

I am writing this to express my concern about the proposed changes to the Family Medical Leave Act. I am a single mother and was involved in a sudden accident in June of 2007. I recently had to have rotator cuff surgery and had to go on a leave from work for 2 months. I was paid through my accumulated sick time and was able to return to my same position after that time. If I could not be paid for that time off or was unable to return to my job, I would be unable to pay my rent or to support my son and myself. This act should not be changed in any way. As a state employee there should be job security. If there is a posing injury or if someone is in need for medical attention our concerns should be for our health or our family members health and not whether or not we will have a job to return to and a pay check to survive on! Please DO NOT pass this proposed change. It could be detrimental to the lives and future of many American families.

Sincerely,
Natalie Schmid
65 Concord Dr. Apt3
Buffalo, NY 14215

Sarah Barry

24 Eisenhower Dr. , Lockport, NY 14094

March 31, 2008 3:01 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I gave birth to my son July of 2005 and was able to take a leave from my job to care for him. This time was a crucial time in my life as I wanted to be his sole caregiver and provide the stability he and I both needed. It was also time that I could establish breastfeeding and continue once I returned back to work. I am once again expecting in July with my 2nd child July and have planned my working situation around the FMLA, which is supporting my ability to stay home for more than 6 weeks to care for both my newborn and 3 year old.

It would be a tragedy to take rights and privileges away from individuals (especially those in the working middle class who seems to be hit the most with unfortunate governmental decisions) when trying to make the very best decisions for their family. I have children as a decision and want to provide the very best for their lives.

I strongly believe that mothers and fathers need more support to raise children with character as they are the future. It has been extremely important to instill positive behaviors and morals in my children from the time they entered the world and if 12 weeks is all I am given then please let me continue my goal in life...being a mother and positive role model.

Sincerely,
Sarah Barry
24 Eisenhower Dr.
Lockport, NY 14094

Maxine Geller

1884 Rockville Dr. , North Baldwin, NY 11510

March 31, 2008 2:43 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Please do not change the current FMLA leave program. I am a member of the "sandwich generation" and anticipate the possibility of needing to care for my elderly parents. A fear of losing a job might prevent others and me from fulfilling a moral obligation to parents and family and result in the loss of personal sick leave. This would create a financial Burden for many Americans.

Sincerely,
Maxine Geller
1884 Rockville Dr.
North Baldwin, NY 11510

Joan Koppenhoefer

429 5th Street , Aurora, IL 60505

March 31, 2008 12:28 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have personally not used FMLA but a number of members of our bargaining unit have used them for when they have had surgery, taking care of family members as well as mental health issues. FMLA has been a god-send to those who need to take the time and still not have the worry of being fired.

When someone in your family or you yourself need to recuperate from surgery or a medical procedure it is imperative that you get the time you need to do that without worry of loss of pay or job. The guidelines set up are strict enough not to have misuses of the system, as well as protect the employer and the employee.

Sincerely,
Joan Koppenhoefer
429 5th Street
Aurora, IL 60505

Frances Milella

1380 Britton Street , Wantagh, NY 11793

March 31, 2008 12:28 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband passed away suddenly. A week was not enough to pick up the pieces of my life. My children and I were emotionally and physically affected for months after. We needed to support one another. Thank God I was able to take FMLA.

Sincerely,
Frances Milella
1380 Britton Street
Wantagh, NY 11793

Despina Alexis

2418 RobinCrest Lane , Glenview, IL 60025

March 31, 2008 9:42 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

It is extremely important for working mothers and fathers to be given the opportunity to take FMLA. When both my children were born I was able to stay home a few months and care for my little infants before coming back to work full time. If our government cares about families and creating healthy bonds between parents and children then FMLA should be extended to working parents. This should be encouraged by our politicians because it promotes family relationships!! This is what our country needs, good families that put each other first.

Sincerely,
Despina Alexis
2418 RobinCrest Lane
Glenview, IL 60025

Diane Dodd

25340 117th PL SE , Kent, WA 98030

March 30, 2008 8:42 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I share the privilege of being a care giver to my mother (85 with Alzheimers) AND to my brother (48, down syndrome, deaf, physical limitations).

There are times when I need FMLA. My sister and I both feel it is better for our mom and brother to be at their home where we care for them. Additionally, we have moved into their home to keep them there (giving up our time with our husbands and families) We have been told by many we are doing a good thing. With our care we have reduced medical issues thus less \$\$\$ spent at the doctor or pharmacy. They are healthier and happier than if they were in an institution or home.

Please, don't make it harder for me. I need to know my job is secure if I need to be with my family. I have previously had issues with my employer even if I had all the documentation (3 times in one year for my mother, proving guardianship for my brother), my job was threatened.

Sincerely,
Diane Dodd
25340 117th PL SE
Kent, WA 98030

Steve Forstenzer

4100 Century Towne Rd , Randallstown, MD 21133

March 30, 2008 7:36 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In a 6 year period My wife and two of my adult children went through a series of injuries and illness- without FMLA I would not have had enough time to care for my family members through both hospitalization and the convalescent period.

Sincerely,
Steve Forstenzer
4100 Century Towne Rd
Randallstown, MD 21133

Colleen Dykas

721 S LaGrange Rd , LaGrange, IL 60525

March 30, 2008 5:34 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

No one knows when an illness might strike your family. My husband, Joe Dykas a healthy active man discovered he had leukemia in a wellness test. No symptoms but out of nowhere comes a diagnosis that changes your life forever. I was able to be with him for his blood transfusions and long chemo treatments because of the FMLA provisions. He is gone today, but at least I was able to be with him during those long days when he was fighting the good fight. We never thought it would be us and tomorrow it could be you or me.

Sincerely,
Colleen Dykas
721 S LaGrange Rd
LaGrange, IL 60525

DAPHNE PIERRE-SMITH

1214 BOYLSTON AVE #405 , SEATTLE, WA 98101

March 30, 2008 5:09 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

The FMLA(1993) enabled me to be absent from my job to conduct a personal assessment of my aged parent's elder-care needs. This resulted in more informed decision-making with regard to relocating temporarily to geographically closer to my parent.

Also, based on my experience, in order to be a truly pro-worker, pro-family law, under the FMLA, the eligible worker should be granted some form of paid leave for a specified period (half pay and/or use of paid vacation).

Any amendment of the FMLA which reverses its more positive aspects in terms of improved work-life balance, transforms the FMLA into a burdensome, restrictive and regressive measure.

It takes more than GDP alone to cultivate worker wellness, community and national wellness. The FMLA was one step in the right direction, and DOL must act as a catalyst to advance CDC's Healthy Workplaces Objectives 50 and 51 as follows:

Goal 50. Prevent work-related deaths, injuries, and illnesses.

Goal 51. Improve adoption of comprehensive workplace programs, policies, and practices that protect employees from work-related risks and promote safe and healthful lifestyles for workers and their families ["Healthy Protection Goals:Criteria and Objectives:Healthy Workplaces" CDC 30 Mar. 2008 <<http://www.cdc.gov/osi/goals/places/placesWorkplaces.html>>]

Thank you in anticipation of prompt, protective actions to ensure entitlements which facilitate a worker's need "to balance work and family obligations."

Sincerely,
DAPHNE PIERRE-SMITH
1214 BOYLSTON AVE #405
SEATTLE, WA 98101

Cathleen Doupe'

102 Radcliffe Avenue , Farmingdale, NY 11735

March 30, 2008 3:39 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Thank goodness I have not had to use FMLA. However, I have witnessed family members use FMLA to care for sick newborns as well as dying parents. I hope the current administration leaves this law alone so it will be there if I do need it in the future. The stress from work and trying to keep your job while your family is in crisis is lightened by a leave made possible under FMLA.

Sincerely, Cathleen Doupe' 102 Radcliffe Avenue Farmingdale, NY 11735

Sincerely,
Cathleen Doupe'
102 Radcliffe Avenue
Farmingdale, NY 11735

Kelly Regnier

12620 255th Court , Trevor, WI 53179

March 30, 2008 3:06 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

With both of my daughters, my doctors advised me to stay home for the full twelve weeks. Both of their births occurred (intentionally) in the spring. By utilizing the full 12 weeks, I was able to offer my students continuity in the classroom by being out for the rest of the school year, and was blessed to be home with my daughters for almost 6 months. I am confident that these 6 month periods were important to the health and well being of my daughters. FMLA should not be changed, unless it is to encourage family members to stay home longer with the ones that truly need them.

Sincerely,
Kelly Regnier
12620 255th Court
Trevor, WI 53179

Lori McLain

7920 Rock Creek Circle, Omaha, NE 68138

March 30, 2008 8:38 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I was diagnosed with Acute Myelogenous Leukemia on Jan. 31, 2008 after I had sought out some blood work through my family doctor for some mild bruising. Effectively, one day I felt perfectly healthy, was eating a good diet and exercising regularly. The next day I was being told by an Oncologist that I had to immediately go to the ER as my health condition was critical.

My brother, newly appointed as my legal guardian, initiated FMLA through my employer as I was unable to do so. I was in the hospital for 30 days, 27 of which were in ICU. Since that time I have been receiving outpatient chemotherapy and have continued on FMLA until such time as my symptoms permit me to return to work.

This was the first time I have accessed FMLA and naturally I am grateful that the benefit not only exists but protects my rights related to the exchange of health information and is relatively easy to utilized.

I urge those considering making changes to FMLA to reconsider any action that threatens either the protection of health information or makes the application for FMLA more difficult and cumbersome.

Sincerely,
Lori McLain
7920
Rock Creek Circle
Omaha, NE 68138

William Franks, Jr.

5578 Huntingwood Way , Waunakee, WI 53597

March 29, 2008 8:46 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am the Chief Steward of a large State Employee Local - we train our Stewards on the application of FMLA (Federal & State) and the other Statutes that provide workers some minimal protections, in the event they develop a serious medical condition or disability which interferes with their ability to work. FMLA is weak enough and frequently misunderstood by employers and members alike. If anything, these meager protections should be expanded and coordinated with other protections like the Americans with Disabilities Act (ADA), the Wisconsin Fair Employment Act (WFEA) and our Collective Bargaining Agreements.

Sincerely,
William Franks, Jr.
5578 Huntingwood Way
Waunakee, WI 53597

Julie Kujawa

3230 Starr Ave. , Oregon, OH 43616

March 29, 2008 4:42 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have used the FMLA three times during my sixteen-year tenure in Oregon City Schools. I have been able to take the first six months off after having each of my three children. It has been a relief to know that I could care for my children and start their lives with them while still holding on to my position at work. The time I spent at home allowed me to ease into motherhood and to be at home while I recovered from childbirth. I was able to use as many paid days as my district allowed, then I was able to take the full 12 weeks allowed by this wonderful law. We are the best country in the world, but why do we insist that mothers return to work after only 6 weeks? Other industrialized nations allow their mothers to take the first year! Why isn't this standard practice in our country? Please do not change this law that has helped so many!

Sincerely,
Julie Kujawa
3230 Starr Ave.
Oregon, OH 43616

Christie Lassen

5056 Dry Well Court , Columbia, MD 21045

March 29, 2008 11:23 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am writing to urge you to not change regulations relating to FMLA. I had my first child last year and was able to stay home three months with her. My husband was able to stay home for one month after I went back to work. These four months were critical for us as new parents and for our baby. It was in our daughter's best interest to be cared for by her parents the first few months of her life.

We were fortunate that we had enough accrued leave that our workplaces allowed us to take paid leave during this time. We would not have been able to do so had we not been paid.

Changing FMLA to make it more difficult for workers to use it says the government thinks families are not important and don't deserve support.

The United States is among a handful of developed nations that does not offer paid leave to employees. That is not something of which to be proud.

Politicians talk about family values - FMLA puts that talk into action.

Sincerely,
Christie Lassen
5056 Dry Well Court
Columbia, MD 21045

Patricia Roncone

282 Wall Street , Hebron, CT 06248

March 29, 2008 10:39 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have used my FMLA with time I had accrued while working full time on more than one occasion. My family relies on my pay check as well as my husband's. He also works full time. I was able to use 12 weeks after the birth of our son and also 12 weeks after the birth of our daughter. This was invaluable to our family as it allowed our children to receive the loving attention and care they deserved while my husband and I were still able to pay our bills by using time I had worked hard to accrue.

I also needed to use my FMLA unexpectedly four years ago after a knee injury that required two surgeries back to back to repair. During this time I was able to recover well because I did not have the stress of wondering if my family would suffer if I did not receive a pay check. I was able to get paid during the time I was out with time that I accrued. I then returned to work. I just learned this week that I have breast cancer. I know I will need to use FMLA for my recovery from treatment for this illness. I have time accrued in my bank. This will help me to focus on recovering and not have the added stress of a new diagnosis as well as the stress of wondering if I will have a pay check to provide my family with what we depend on. We are a hard working family and contribute much to our society. FMLA has helped us in doing so.

Sincerely,
Patricia Roncone
282 Wall Street
Hebron, CT 06248

Michele Morton

1443 West End Drive , Phila, PA 19151

March 28, 2008 11:38 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA was a godsend for me. I was able to stay out during the birth of my children without the fear of losing my job. I stayed OUT WITH MY SON 6 WEEKS AND MY DAUGHTER 4 MONTHS. Just THINK IF I DID NOT HAVE FMLA I COULD BE LOOKING FOR A NEW JOB. I WAS PAID FOR MY TIME OUT because I had accumulated enough time. I could not have been out with my children during this time if I did not have a pay check. It would have been hard for me to adequately take care of my children if I did not receive a pay check. Luckily I did not have enormous bills or I would have not been able to make. FMLA is crucial for the American Family.

Sincerely,
Michele Morton
1443 West End Drive
Phila, PA 19151

Sarun Ok

28012 Beacon Hill Drive , Holland, PA 18966

March 28, 2008 9:33 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My Son was born with a repairable birth defect. The surgery, repair and follow up visits took place sporadically over a 90 day period. I applied for FMLA so that I could use my accrued leave and not have disciplinary actions against me. My wife was out on disability due to pregnancy complications before the birth of our son, therefore she didn't have 1,000 hours to be approved for FMLA with accrued leave. FMLA was very helpful and relieved the stress of worry about being written up during my son's surgery and recovery. Although I was questioned from by an administrator if my "Illness in family" absence had to do with my son's specific defect or if had had another problem.

All in all, FMLA should be continued without the proposed changes. When an employee needs to utilize this, needless scrutiny and clarification only compound stress and the employee's ability to focus at work.

Sincerely,
Sarun Ok
28012 Beacon Hill Drive
Holland, PA 18966

Katherine Covey

205 Henry Street , Manchester, CT 06042

March 28, 2008 9:16 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have been on FMLA for the past 14 months due to my son Jacob's and my chronic illnesses. My son to date has been diagnosed with autism spectrum disorder, ADHD, OCD, Tourette's syndrome and others. He is now 7 years old and need his parents to care for him. This requires multiple doctors appointments, days home, trips to school for PPTs, meeting with Psychologists, Neurologists and social workers to name a few. It is critical that he receive these services and as early intervention is the key to Autism treatment.

I have also suffered from an undiagnosed chronic autoimmune disease that has required me to undergo many tests, appointments and days in bed when I am unable to work. Thankfully the past 6 months have been a little better for me and I haven't missed as many days for my care.

If I was not covered by FMLA I likely would have lost my job due to the many partial or full days that I have not been able to work. My family would have lost our home, with that the school district that Jacob is in and been unable to pay our bills. I am so thankful for FMLA for allowing me to be away from my job as needed to care for Jacob and myself. We always hope that things will get better but we don't know what we ever would have done if they said I'm sorry you don't qualify for FMLA.

I deeply urge you to continue to allow people like myself to be able to get coverage from FMLA. It literally has saved my family and lets us handle the many challenges of having a disabled child.

Sincerely,

Katherine Covey 205 Henry Street Manchester, CT 06042

Sincerely,
Katherine Covey
205 Henry Street
Manchester, CT 06042

Marcia Brown

1284 Winston Rd , South Euclid, OH 44121

March 28, 2008 8:01 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I took time off when one of my children was doing poorly in high school and was not talking to us at home. It seemed as if this child would not complete high school. I was personally exhausted from the stress of living with this family member. The time I took off from work enabled me to discover that my child was suffering from schizophrenia, and allowed me to supervise medical treatment. If I had not been available at home by taking off time from work, there is a good chance that my child would have been undiagnosed and possibly run away from home and disappeared. This child is now employed in a responsible job and takes college courses with a "B" average.

Sincerely,
Marcia Brown
1284 Winston Rd
South Euclid, OH 44121

Icinett Clarke

302 ridge rd , butner, NC 27509

March 28, 2008 2:53 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

About ten years ago my husband had to have a pituitary tumor removed. Thank goodness everything went well with the surgery. However post-op he was vomiting and I was grateful to have FMLA leave so I could be with him post surgery without fear of losing my job. This FMLA leave is difficult as is because it is leave without paid. Families, like me will have so financial set backs but it is a price we are willing to paid to be with the people we love.

Sincerely,
Icinett Clarke
302 ridge rd
Butner, NC 27509

Janise Robinson

14126 Jackson , Taylor, MI 48180

March 28, 2008 12:16 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

We just had our first child 5 months ago and have considered using the FMLA and have a sense of security knowing if we HAD to, we could! My husband has a job that he works 60 hours a week, and can NOT call in sick or take a day off! It is very difficult for our family and knowing that he has a legal right to take a leave is such a comfort. Please do not take this right away! Thanks!

Sincerely,
Janise Robinson
14126 Jackson
Taylor, MI 48180

Beth Pardee

Box 306 2091 Hwy 553, Penn Run, PA 15765

March 28, 2008 12:06 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am the average PA nurse. Now 50 years old with children and elderly parents. Three years ago my 85 year old mother passed away. I am an only child since the death of my brother. Mother's health had fluctuation over the last 2 years prior to her death requiring her to move in with me and my teenage children. There were times that she was not safe to be alone. The time came when she required skilled nursing care, personal home care and hospice care. Many of these episodes were sudden and most unpredictable. I attempted to continue my work schedule but there were many times while at work my mind was with my mother and I was fearful that I would make a mistake while on duty. That feeling of being drawn by the heart and responsibility was at times unbearable. I applied for an FMLA and used very few days but it was such a blessing to know that I did not have to lie and say that I was sick (for which I would have been disciplined for using sick time since it so strictly limited). I had copious amounts of unused vacation, holiday and sick time and still do. Had I been forced to take unpaid time that would have added another stressor that I did not need. I believe demanding personal health information would violate HIPAA regulations which could have far reaching ramifications with privacy.

Please carefully consider any changes and the impact on people.

Sincerely,
Beth Pardee
Box 306
2091 Hwy 553
Penn Run, PA 15765

George Locke

93 Fox Road Apt. 5A , Edison, NJ 08817

March 28, 2008 11:58 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I'll have none of this double-talk. It's not a simple clarification, it's an attack on my rights. Shame on you.

Sincerely,
George Locke
93 Fox Road Apt. 5A
Edison, NJ 08817

Nancy Jackson

156 Molina Dr. , Santa Cruz, CA 95060

March 28, 2008 11:57 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My mother is 80 years old and has been diagnosed with early stages of dementia. She is unable to remember crucial day-to-day information like: Is the stove on?, Did I take my meds once or twice? , or Did I eat? Independent living is impossible in her case, she needs assistance or she needs to live in an assisted living facility. The second option is financially impossible due to the high costs of assisted living facilities.

She lives on very limited income, so my income is used to augment hers. I am unable to quit my job to care for her, because we both depend on my income. Yet I have to be with her for all doctor appointments and medical treatments. I also have to visit her house to insure her physical environment does not pose a threat to her.

FMLA is crucial to the survival of my mother and myself. In order to care for her and to continue to maintain the job we both depend on, I must have time off to care for her without the risk of losing my income.

Sincerely,
Nancy Jackson
156 Molina Dr.
Santa Cruz, CA 95060

Joyce Darling

8416 S. Wabash Ave. , Chicago, IL 60619

March 28, 2008 11:55 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

To date, I have not yet had the necessity to utilize the FMLA. However, I recently took time to explore the option when my 82 year old mother suddenly became extremely ill and suffered 2 bouts of pneumonia within a two month period, complicated by other serious health problems. During this time she was fully incapacitated and, as one of only two children providing care, I was still taking a great deal of time from work to communicate with doctors, sign documents to approve treatments and obtain releases to facilitate treatment coordination among doctors, visit mother, contact and visit rehab facilities. She was hospitalized for 2 weeks in intensive care, sent home (where she lives alone which necessitated daily care by me), relapsed and returned to intensive care and subsequent rehab center for one month.

Almost exhausting my accumulated sick leave necessitated notice to my superior of the situation to prevent adverse impact on my work performance record, and FMLA was suggested by a colleague. Although additional time off without pay would have created a serious financial strain with no remaining sick leave, having the option of FMLA to save my job would have provided some peace of mind. Luckily, my mother was able to recuperate enough to return home with nursing care, but what will happen to my job now if my child, husband or I were to become seriously ill now that my leave has been exhausted. I feel that FMLA should stay in place as is and provide the needed support for families in crisis.

Sincerely,
Joyce Darling
8416 S. Wabash Ave.
Chicago, IL 60619

Amy Sargent

748 Overbrook Road , Baltimore, MD 21212

March 28, 2008 10:49 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

To whom it may concern, The notion of making FMLA harder to obtain is absurd !!! I have had to use FMLA leave 3 times in the past 10 years as a registered nurse. Once for the birth of my daughter, and twice for back surgeries which were absolutely necessary for me to continue to function in the workforce.

What would I have done without FMLA? I would have lost my job, more than likely ended up on disability for my health/back problems, and wouldn't be working at all anymore, taking government disability money to support both my self and my child.

Since I was able to use FMLA and recover, I am still working full time as an RN as a State of Maryland employee.

I feel lawmakers should make it EASIER to get FMLA, and for a greater length of time than 3 months, certainly not harder.

Thank you for your consideration in this matter,

Sincerely,

Amy Sargent

748 Overbrook Road

Baltimore, MD 21212

Melissa Vargas

160 Frelinghuysen Road , Piscataway, NJ 08901

March 28, 2008 9:22 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA allowed me to provide adequate care to my premature baby, who came home with breathing complications. This was obviously a very sudden incident and without FMLA I would not have been able to provide the delicate care my child needed without worrying about losing my job. I am a single mother of two young children and anything can happen at anytime. This is why FMLA is very important to me. I cannot afford to not be able to care for myself and my children.

Sincerely,
Melissa Vargas
160 Frelinghuysen Road
Piscataway, NJ 08901

Deborah Dawn

5217 Williamsburg Circle , Hilliard, OH 43026

March 28, 2008 8:16 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Two years ago my sister fell off a ladder and broke her shoulder in four places, her leg in three places and her ankle. She lives in another state and had a horrible hospital experience. After that she spent two weeks in a rehabilitation center where they clearly didn't know how to take care of a person with her extensive injuries. When I found out about the situation I was very happy I was able to use my FMLA to spend 6 weeks with her as her bones mended. I was able to make sure she got her medication on time and her therapy sessions. This was not happening in the rehab center her insurance would cover. She made rapid improvement once she was at her own home with my help.

Sincerely,
Deborah Dawn
5217 Williamsburg Circle
Hilliard, OH 43026

k carll

15 ledgewood drive , gales ferry, CT 06335

March 28, 2008 8:11 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

A few years ago I injured my back during the course of my employment as an RN in our emergency room. I took FMLA time to ensure the PT and injections I needed were allowed to be most effective. I used muscle relaxers and a mild control drug for pain, although the most effective were the steroid injections and PT. When I finally went back to work my back was much improved, and again although all injuries in the back result in or are a continuation of degenerative changes, I am now more aware of the care of my back. I am single. having had raised daughters alone, etc, and was very concerned about my ability to function at the level I once had. My FMLA allowed me the time to recover without reprimand from my employer, or loss of my job.

Sincerely,
k carll
15 ledgewood drive
gales ferry, CT 06335

Shirley Oltman

21631 Cedar Branch Tr. , Strongsville, OH 44149

March 28, 2008 8:11 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have been able to help care for both my daughters and their new born babies for one to two weeks without any questions being asked. Now I am expecting a fifth grandchild and it will be even more important for me to help my daughter, who already has two other children. Please do not make this responsibility and privilege harder for me.

Sincerely,
Shirley Oltman
21631 Cedar Branch Tr.
Strongsville, OH 44149

Madeline Lopez-Ortiz

3216 Bellflower Way , Lakeland, FL 33811

March 28, 2008 7:57 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

The "FMLA" act is benefiting large companies while the hardworking people are getting less and less every day. That is why there are many social issues at hand and our family values keep deteriorating every day. My husband had an accident at work and he is currently under worker's compensation. He underwent surgery and is still under physical therapy and doctor's visit. The company he works for "used" his FMLA benefits for worker's compensation purposes and now my husband is disabled, with no medical insurance or life insurance. I am a teacher that has three jobs in order to cover the lost income at home. If we continue like this, we will keep losing our benefits and have less rights while the government and large companies keep getting more powerful and richer. What else does the government want from us!!!????

Sincerely,
Madeline Lopez-Ortiz
3216 Bellflower Way
Lakeland, FL 33811

orlisa johnson

1833 Christopher glen st , Shreveport, LA 71107

March 28, 2008 12:20 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

what else is there for you to cut???????? without this FMLA, what else is there left??? don't cut, a missed pay check will put me on welfare, I don't think that 's what we need, someone added to the welfare list.

Sincerely,
orlisa johnson
1833 christopher glen st
shreveport, LA 71107

Shirley Rachal

1605 Mounce Road , Grand Cane, LA 71032

March 27, 2008 11:18 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband suffered a heart attack several years ago and I had to take time off to be with him in the hospital and during his surgery and recovery, both at the hospital and at home. I was paid for my leave because I had enough time saved up, but if any complications had occurred, it could have been a different story. He was also fortunate in having time saved, but it could have been a different story if we had not or if complications had occurred. What's going on? Why does it seem if you try to do right and follow the rules, work hard, pay your taxes, be honest, admit and pay for your mistakes, the politicians (government) tries to make you pay and suffer when those who do not, who live off the government or don't care how many laws they break, come out better in the long run? I have heard many people say, " let's just stop trying and live off welfare or let the jails take care of us." It is sad to think that anyone honest, hardworking individual in America should feel that way or think that way. Of course, I know they will not do so because beneath it all we still honor our country and think it is the best in the world, but we do have problems that need to be addressed. It does often seem that the hardworking, middle-class person ends up paying the most for our freedoms. More frequent medical visits would only make up have to take more time off and often lose money and even possibly our position. Are there any just normal, average, middle-class people left in government policy making???

Sincerely,
Shirley Rachal
1605 Mounce Road
Grand Cane, LA 71032

Darwin Ryan

257 Johnson Ave , Sayville, NY 11782

March 27, 2008 11:18 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Recently I was blessed with the birth of my first child, Ella Rae Ryan. Thanks to FMLA I was able to take six weeks of leave, to be with my wife and daughter. This law enabled me to not only spend time with my new addition, but help my wife recuperate from the trauma of child birth. This time with my family was the most amazing and rewarding time of my life. I cannot imagine how my wife would have to have gone through the birthing of my child without me if not for FMLA. The time I spent with my new family right after child birth, was the most useful and healthy experience of my life. I cannot imagine going through this period with out the leave and protections it provided. The benefits of the current law are immeasurable, and any changes to the law will only hurt families.

Sincerely,
Darwin Ryan
257 Johnson Ave
Sayville, NY 11782

Richard Tahara

105 Ross Avenue , Buffalo, NY 14207

March 27, 2008 10:33 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

With rising medical costs and the uncertainty of pension benefits, all medical help is crucial. Please do not hamper us with further red tape instead of providing much needed medical assistance when needed.

Sincerely,
Richard Tahara
105 Ross Avenue
Buffalo, NY 14207

Kristin Murphy

38 Roosevelt Blvd , East Patchogue, NY 11772

March 27, 2008 8:33 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

RIN 1215-AB35

I am extremely upset by the proposed changes to the FMLA. I used FMLA two times for the births of both of my children. The time of I took off was invaluable as it helped for me to get through breastfeeding issues and early infancy illnesses.

If I didn't have this precious time to attend to my infants I would have been overwrought with guilt and tension over the robotic expectations career life has on people. The FMLA allows for workplaces and the government to give people their due time to treat and care for loved ones who require immediate attention.

There is nothing more precious than one's brand-new baby. The time off I had with them was so appreciated. It made me have faith that the government was more empathic for and personally invested in its constituents than I realized.

Sincerely,
Kristin Murphy
38 Roosevelt Blvd
East Patchogue, NY 11772

Gail Dennis

1409 Cambridge Drive , LaPlace, LA 70069

March 27, 2008 8:11 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

To Whom It May Concern:

Three years ago I found it necessary to care for my aging mother who was diagnosed with dementia. I enrolled her in a senior citizen center and hired part time home health aides until her condition worsen. I was able to apply for Family medical leave to care for her. She nor I had any other siblings or close relatives to depend upon. I became her primary guardian. I'm sure that many other workers are currently faced with caring for their elderly parents and taking care of their personal needs. Many persons are working and providing for their children. Missing a paycheck would have caused a serious financial burden. I was able to take off 7-8 weeks and still meet my obligations. Please continue to offer this feature to hard working Americans! Thank-you very much!

Sincerely,
Gail Dennis
1409 Cambridge Drive
LaPlace, LA 70069

Ellen Giordano

60-23 69 Place , Maspeth, NY 11378

March 27, 2008 5:32 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I had only been working a couple of years in a local grammar school when my son was the victim of a hit and run driver right across the street from where we live. My son suffered a fractured knee and his entire face was bloodied and bruised. One area needed stitches. I was able to take a three week leave of absence which enabled me to attend to him while he was regaining his health and peace of mind. My time was also used to fill out a tremendous amount of paperwork, communicate with insurance companies, the police dept., and meet with the administrators at my son's school to ensure that he would have help getting around on crutches. I don't know what we would have done if this leave wasn't available and available immediately.

Sincerely,
Ellen Giordano
60-23 69 Place
Maspeth, NY 11378

Diana Scott

997 Harbury Drive , Cincinnati, OH 45224

March 27, 2008 12:58 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Politicians are always talking about "Family Values". However all they ever do is make it harder for families. Parents need to be able to stay home with newborns to care for and bond with them. I stayed home with my daughter when she was first born. Mothers need time to recover from childbirth and to care for their children. Also people need time off to care for ill family members. My mother died of cancer and I was able to help care for her the last months of her life. These should be basic human rights. Do not take these rights away from workers. They will be better workers when they return from FMLA leave.

Sincerely,
Diana Scott
997 Harbury Drive
Cincinnati, OH 45224

Barb Hermann

1414 S Illinois St , Belleville, IL 62220

March 27, 2008 12:27 PM

Subject: FMLA Proposed Changes

RIN 1215-AB35

Due to the current FMLA legislation through the Dept. of Labor, I was able to care for both my sick parents (who consequently were gravely ill at the same time!!) while not having to worry about losing my job. If FMLA was not in effect, I do believe my employer would not have been as "understanding" while I took the necessary time off work to care for them. It's important that the regulations of FMLA are not changed so American workers can take care of their family members as needed. We should not have to worry about losing our jobs due to our or our families serious medical issues. Please support my wishes to continue this successful program that helps ALL AMERICANS!!

Sincerely,
Barb Hermann
1414 S Illinois St
Belleville, IL 62220

Tahirih Klein

350 E Dahlia Avenue , Palmer, AK 99645

March 27, 2008 12:15 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I was able to stay home with my younger two children longer and it was nice not to worry about not having a job when I was ready to be back to work. I didn't have enough leave accrued but I did for most of the time I was gone from work.

Sincerely,
Tahirih Klein
350 E Dahlia Avenue
Palmer, AK 99645

Dawn McFarlin

1422 Oakridge Drive , Rochester Hills, MI 48307

March 27, 2008 12:12 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA was a benefit for me as a new mother. I unexpectedly had a C-Section and a very sickly baby. Ironically, I had a healthy pregnancy and was not expected either but nonetheless things out which were out of my control occurred. My job allowed me to take a medical leave and things worked out in a very positive manner. I was not forced into welfare and was able to provide for my family. It was a win-win situation because my job was able to keep a valuable worker. Now 7 years later I am a teacher, my son is healthy and I was one less person the tax payers had to take care of.

Sincerely,
Dawn McFarlin
1422 Oakridge Drive
Rochester Hills, MI 48307

Tiffany Heinen

33 , Milwaukee, WI 53215

March 27, 2008 11:59 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I would like to tell you about my employer's "Family Friendly" policies. If an employee needs time off for their own medical care or to care for or provide assistance to a loved one (and their definition of "loved one" is VERY broad).. all we have to do is call our manager, tell her that need time off and why. No paperwork, or permission slips. Then I receive time off, and if I have accrued leave, I am paid accordingly. Simple. No hassles. I was given a day off when my DOG suffered a serious and traumatic injury and needed emergency surgery. A co-worker received 4 weeks to care for his life partner of 20yrs when he had a hip replacement. We all donated time to another co-worker who took 9 months off to care for her daughter who was dying of cystic fibrosis. Everyone was paid. No one was hassled. Everyone still works there. Is this system ever abused? Not that we know off. Unfortunately, everyone can't work where I work, and many people NEED the protections that FMLA offers because their employer wouldn't begin to know what "Family Friendly" means. People shouldn't have to choose between being a loving, caring human being and being a responsible worker. The two are not mutually exclusive.

Sincerely Tiffany Heinen 3343 S 19th Street Milwaukee, WI 53215

Sylvia Lake

9621 Marston Lane , Montgomery Village, MD 20886

March 27, 2008 11:58 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Recently, with 12 years of work in the same field and 6 years tenure in my position, I was laid off due to a change in leadership at my organization. I found a new position and began work with a new company, but had no leave saved or available when I learned that I was expecting. As a new mother, in a new job, I was fortunate to have been hired within the District of Columbia, who allows a 16 week leave of absence for the birth of a child. My employer, under the law had to provide me with the leave of absence (unpaid in this case) and ensure that my position would be available when I returned. I was very happy to be working and worked right up until the birth of my first child (which was born 3 days after the first day of my leave of absence by cesarean and required a four day hospital stay). I returned to full work 16 weeks later and resumed full time employment. Being able to count on a position when I returned ensured me and my loved ones a place to return to and one less financial concern during a period of major transition and gave me a piece of mind and sense of security. It also helped to ensure a healthy child and mother, because it allowed for me attend the many prenatal visits and healthy baby visits that were required following her birth.

Sincerely,
Sylvia Lake
9621 Marston Lane
Montgomery Village, MD 20886

Linda Czesak

4907 Ainslie , Chgo, IL 60630

March 27, 2008 11:42 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Last fall, 2007 I had to take a fam. leave due to my illness. Thank God for this piece of legislation! I came back to work in January 2008. This law helped me tremendously . I was able to use my sick days then return to work , saving my family financially , emotionally.

Sincerely,
Linda Czesak
4907 Ainslie
Chgo, IL 60630

Lucinda Kanczuzewski

797 keaton , troy, MI 48098

March 27, 2008 11:29 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

As a teacher who had her children after accruing a substantial sick bank, I was fortunate to be able to take leave for ten to twelve weeks when I had my children and be paid during that leave. Now I am a new grandmother, and I think it important that my grandchild and his mother be able to bond without worrying about paying the bills. Both of my grandson's parents have responsible positions with a company for whom they have worked for the past six years. They own a house, and are responsibly funding their retirement. They should be able to care for a newborn without worrying about paying their bills. They also should not have to visit the doctor more times than the dr. deems necessary for good postpartum care.

Thank you for considering this information.

Sincerely,

Sincerely,
Lucinda kanczuzewski
797 keaton
troy, MI 48098

Vicki Lipinski

10 Cain Drive , Hillsborough, NJ 08844

March 27, 2008 11:03 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

To Whom It May Concern

I have had to take a leave from work to care for my mother who died from cancer. I also had to take time off when my elderly mother in law broke her hip. I don't know who families survive when income is lost. There are still bills to be paid. We are human and will have life crisis at times. We are people like you who have children to care for when very ill. My daughter broke her leg and has to be driven to and from school each day as the Board of Ed does not provide transportation for physically disabled students in my town. Please remember that some of us do not have family that can help us. Some of us are single parents without families who are heads of households. We do not want people to become a burden to society and end up in over crowded homeless shelters or churches because of a situation such as the ones described above.

Sincerely,
Vicki Lipinski
10 Cain Drive
Hillsborough, NJ 08844

Kim Hostelley

9795 Twelve Oaks Circle , Strongsville, OH 44136

March 27, 2008 9:31 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

The FMLA leave is very important to me personally. I have been suffering from chronic and debilitating migraine headaches (typically a level 3-5 daily with a level 7-10 about 15 times a month where I am vomiting in a very dark room with earplugs in my ears to keep the sound out) that severely affect my ability to work a full day as a high school teacher. So far, I have an amazing Personnel Director and I have been able to use my accumulated sick leave, but I know I have the FMLA leave available if I truly need it. Please do not take that lifeline away from me. I love life and do not want to die but when I am having a really bad migraine, it is extremely difficult to find the energy to live even with wonderful health insurance coverage from my employer and knowing I have the FMLA leave as a last resort. Having to deal with my migraines and then worry about losing my job and my house that I certainly would lose without my job is no doubt, definitely enough additional stress to take me over the edge.

With the severe housing crisis and our current economic recession, it is very unwise to take away this safety net for hard-working Americans. I know if I have to leave my job because of my chronic and debilitating migraine headaches, my house would join the huge list of other American homes in foreclosure. I live within my means and budget wisely yet my multifaceted treatment plan is very expensive, much of which my health insurance does not cover. I need to pay for the treatments upfront and out-of-pocket and only allowed \$2600 for FSA - that is a drop in the bucket! Please keep the FMLA legislation the way it is - Americans are struggling and suffering enough as it is. Are you that heartless to kick a man when he is already down?

Sincerely,
Kim Hostelley
9795 Twelve Oaks Circle
Strongsville, OH 44136

Sharon Morrill

50 Austin Rd , Newcastle, ME 04553

March 27, 2008 8:53 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In July 2005 shortly after our daughter graduated from college, she was diagnosed with a brain tumor. The surgery was scheduled 2 states away in Boston. My employer allows for 3 personal days. Taking 3 or more consecutive sick days requires MD documentation/in other words the sick days are for the individual not a family member. The FMLA allowed me to take the time caring for my daughter through the critical portion of her recovery and rehabilitation. I returned to work and then my husband took time from his job to be with our daughter. The expenses incurred with a brain tumor far exceed what insurance covers. We had frequent trips to Boston (fuel), overnights in hotels, meals, child care costs for her one year old son, student loan bills etc. Without FMLA we would have had these added expenses on one income, rather than the two incomes already strained by the circumstances.

Sincerely,
Sharon Morrill
50 Austin Rd
Newcastle, ME 04553

Helena Corona

43 West Pattagansett Rd. , Niantic, CT 06357

March 27, 2008 7:57 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am writing this letter to emphasize the importance of FMLA in my life. Working as a registered nurse, I have had to take 3 leaves in my 29 years of work due to personal illness which prevented me from being able to work in my normal capacity. The FMLA allowed me to work half days or as long as I could tolerate due to extreme fatigue caused by illness, and still bring home my regular paycheck. My family did not suffer from financial loss while I was sick. I stress the importance of this Act in the lives of hard working people who might otherwise suffer financial loss in times of family crisis or illness.

Sincerely,

Helena Corona 43 West Pattagansett Rd.
Niantic, CT 06357

Sincerely,
Helena Corona
43 West Pattagansett Rd.
Niantic, CT 06357

Amara Holstein

267 Walter Hays Drive , Palo Alto, CA 94403

March 27, 2008 1:00 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

When my son was born, I was able to use FMLA to take 12 weeks off work -- and to make sure that I was able to return to my job after my maternity leave. After working with my company for four years, the company was very nice about my taking time from work to care for my newborn. But being a small company, they couldn't have paid me out of pocket any more than my accrued leave was worth (six weeks). The additional six weeks with my son was invaluable. Without FMLA, I would have had to return to work when my son was only six weeks old, since missing that many paychecks is a financial burden. FMLA was a tremendous help, and I hope one that is offered to generations of mothers--and fathers-- to come.

Sincerely,
Amara Holstein
267 Walter Hays Drive
Palo Alto, CA 94403

K. Broers

1011 Johnson , Carlinville, IL 62626

March 26, 2008 11:25 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

(Write your personal story of how you have used FMLA leave to help you or your family through a time of illness, care for a newborn or to provide long-term care for a loved one.)

Sincerely,
K. Broers
1011 johnson
Carlinville, IL 62626

Mary Cathryn Ricker

616 Cherokee Avenue , St. Paul, MN 55107

March 26, 2008 11:13 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Hello:

My children are now 9 and 7, which is hard to believe. My time with them at home as infants was short, only 6 weeks, but it would have been shorter if it wasn't for FMLA. I had just started my teaching job the year Maggie was born, so I had only accrued 10 days of sick leave. Thanks to FMLA I got to stay out for the full 6 weeks the doctor recommended, even though 4 weeks was unpaid. Similarly, I changed school districts when my husband got a new job, and then my son was born. Again, I hadn't accrued enough sick leave to pay for my maternity leave, but I was allowed to take the bulk of my 6 weeks unpaid, with my job waiting for me when I was finished! That assurance made for a healthier maternity leave. That was the sort of piece of mind I needed to have so I could do the job of focusing on learning to be a mom.

Please continue to protect FMLA. I want the moms who come after me to have the same opportunities.

Thank you,

Sincerely,
Mary Cathryn Ricker
616 Cherokee Avenue
St. Paul, MN 55107

Randy Wagner

3860 E. 38th Street , Newburgh Heights, OH 44105

March 26, 2008 10:44 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA protected my job position during the time I went through a major episode of depression.

Sincerely,
Randy Wagner
3860 E. 38th Street
Newburgh Heights, OH 44105

Mary Pampu

20545 Carlisle St. , Dearborn, MI 48124

March 26, 2008 10:14 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am a teacher and have been employed for 15 years. I also have Multiple Sclerosis. I have been concerned that my district does not have long term disability. Therefore, I have been banking my sick days "in case" I should become disabled. I was diagnosed with MS 18 years ago and have never taken time off due to the illness other than to make appointments and go through testing for the progression of my MS. I urge you to not make changes to the FMLA. There are many people like myself who have worked long and hard and deserve some support should we become temporarily disabled.

Sincerely,
Mary Pampu
20545 Carlisle St.
Dearborn, MI 48124

Patricia makssoud

5766 Belmont , Dearborn hats, MI 48127

March 26, 2008 8:51 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am ever so grateful for being able to use the FMLA when my 12 years old daughter was diagnosed with brain cancer on Dec 28, 2006. She underwent an eight hour surgery, six cycles of Chemotherapy as an inpatient, every 21 days, for seven months, then radiation for 30 consecutive days. FMLA helped me stay with my daughter and saved her life a couple of times. Nurses are great but when they are overwhelmed, mistakes are bound to happen and one mistake almost took my daughter's life away if I weren't beside her and realized what was happening! It was scary enough for this helpless child when she was diagnosed with a deadly disease, but to leave her suffering alone would have been suicide. Today, my daughter is back to school and never stops thanking me for being there throughout her treatment because she witnessed the cry and wailing of so many children who were left alone. It was heartbreaking to watch a child who longed for a hug or a comforting smile. It is truly sad when you are given an unfair ultimatum: your loved one or your work!!! If FMLA is taken away, many poor souls will truly suffer. Let's keep one thing in mind: They didn't ask to suffer! so why let them travel through this painful journey alone??? Enough is enough! Have a HEART!!

Sincerely,
Patricia makssoud
5766 Belmont
Dearborn hts, MI 48127

Lori Koos

PO Box 772 , Molalla, OR 97038

March 26, 2008 7:21 PM

Subject: I USED FMLA TO CARE FOR MY DAD!!

RIN 1215-AB35

My father was diagnosed with Parkinson's/Dementia a few years ago. He recently got worse to where my mother wasn't getting any sleep because he would not sleep at nights. Through over medications and numerous other problems my dad would sleep on an average of 2 hours per night, which in turn made my mother have anxiety attacks due to no sleep herself. I stepped in to relieve her and found they needed more help so I asked my boss if I could take FMLA to help my folks. I ended up taking off just the mornings and worked in the afternoons as I am a school bus driver and my company awarded me this time off. If I wasn't given this time off I probably would have had to quit my job during a time when jobs are hard to find and keep during this time of "recession". My husband as well is a timber faller and not finding work as well so FMLA helped me to keep my job. I BEG people to voice their opinions to keep this is the work place and would be more than happy to talk to any committee regarding this.

Sincerely,
Lori Koos
PO Box 772
Molalla, OR 97038

Christy Kenney-Quinn

247 Cheswold Rd. , Drexel Hill, PA 19026

March 26, 2008 5:42 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

The FMLA made it possible for me to stay home with my son when he was born. I cannot imagine having been forced to go back to work when he was six weeks old.

I thought America was working to try to strengthen the family unit not tear it down. Most of us are forced to work due to the rising cost of living; aren't we entitled to spend some time with our newborns? Shouldn't we be given the opportunity to bond with our babies?

Changing FMLA access would have a serious impact on my life and the lives of many Americans.

Sincerely,
Christy Kenney-Quinn
247 Cheswold Rd.
Drexel Hill, PA 19026

Janet Allio

4 Lowell Dr , Elkview, WV 25071

March 26, 2008 5:42 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I urge you to maintain the FMLA regulations in the current status. Both my husband and I have elderly parents and need to be able to utilize our rights under the FMLA whenever there is a family need. Our family is of the utmost importance to us, yet we must maintain our employment. Having worked in the corporate world, I realize that the only real emergency is when it is happening to you. Therefore, I am requesting that it NOT be left up to individual employers to define "emergency" or when an employee may take FMLA. Maintaining an across-the-board definition is the best way for all to be able to meet individual family needs. Thank you for protesting the proposed changes.

Sincerely,
Janet Allio
4 Lowell Dr
Elkview, WV 25071

Kathy Corey

2125 Norwood , independence, MO 64052

March 26, 2008 4:36 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

As a 53 yr old female I have used FMLA for chronic medical conditions, Rheumatoid Arthritis. As a RN I have a very strenuous job, physically and mentally. FMLA has allowed me to work as I can.

But FMLA, should follow you from one job to another. The condition just does not stop when going to a new job. WAITING ANOTHER YEAR TO QUALIFY IS ABSURD. FMLA is hard enough to use as it is, without adding more hoops.

Adding burden to the employee and medical practice to spend more time documenting/justifying is counter productive. A medical professional talking to another medical professional is the only acceptable interaction that further inquiries should encounter.

I would rather have the option to be paid or NOT to be paid for time off; it is impossible to accrue time off for vacation if required to use PTO/VAC TIME/SICK TIME.

FMLA should be automatic for families with children , Birth to age 16. Someone has to be able to stay home when they are sick or have no babysitter, as needed, without being threatened by their employer to lose their job. Schools will not keep sick children. Usually there are no extended family members for child care either.

Sincerely,
Kathy Corey
2125 Norwood
independence, MO 64052

Mitchell Walker

630 Merrick St. #606, Detroit, MI 48202

March 26, 2008 3:53 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Many people I have known and cared about would suffer serious losses above and beyond arising health and family issues if it were not for FMLA.

Sincerely,
Mitchell Walker
630 Merrick St.
#606
Detroit, MI 48202

Kathy Launder

1025 E. Company St. , Fayetteville, AR 72701

March 26, 2008 3:39 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My sister, Lori McLain was Diagnosed with Acute Myelogenous Leukemia on Jan. 30, 2008. This cancer is acute meaning quick acting and almost killed her. She went on a ventilator on Feb. 2, 2008. and remained in ICU for 3 weeks. She is single and sole bread winner for herself. If my brother and I had not signed her up for FMLA she would be unemployed. She has 6 more months of Chemo to go thru. She is paying a large deductible, and co-payments for medicines. Loss of a pay check could result in losing her home and car.

Sincerely,
Kathy Launder
1025 E. Company St.
Fayetteville, AR 72701

Jessica Smith

159 Melrose Ave. , Massapequa, NY 11758

March 26, 2008 2:24 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Two years ago I was put on bed rest in the 6th month of my pregnancy. My son was a "miracle"; it took three surgeries and three courses of in vitro treatment to conceive him. He was a high risk pregnancy; FMLA allowed me to keep my job during this scary and difficult time.

I am currently pregnant with twins, again by in vitro. I was put on bed rest in my fifth month of pregnancy this time. FMLA is allowing me to keep my job again. My husband is planning to use FMLA for his job when the twins are born; we will both need to care for the twins when they arrive and FMLA will allow us to do just this.

Sincerely,
Jessica Smith
159 Melrose Ave.
Massapequa, NY 11758

Joseph Pijanowski

8227 clarendon hills rd , willowbrook, IL 60527

March 26, 2008 2:11 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have a friend who needs his FMLA to care for his 6 year old daughter who has cancer. He would be devastated even further if he was not allowed to use his FMLA. As it stands now he must use his vacation and sick time during his FMLA which limits him to 12 weeks. Without question people need FMLA benefits increased NOT REDUCED!!

Sincerely,
Joseph Pijanowski
8227 clarendon hills rd
willowbrook, IL 60527

Diane Payne

400 Princeton ave. , phila, PA 19111

March 26, 2008 1:17 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My mother is going to be 81 years old in four months. She has scheduled a shoulder replacement surgery for this May. I will share her initial care with my siblings. In order to do this, I will need to schedule 5 days of FMLA time off.

How can an 80 year old individual care for themselves and get to therapy without caregivers? Americans need to be able to provide the care when needed to their beloved family members.

Do not weaken the FMLA law. Rather it needs protected and strengthened.

Thank you.

Diane Payne

400 Princeton ave.
phila, PA 19111

Georgene Stergalas

13815 Berkshire , Riverview, MI 48193

March 26, 2008 1:13 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have used FMLA twice in my career: once after I had given birth to my twins and more recently, when my beloved mother was stricken with cancer and needed 24-hour care. In the case of my mother, she was diagnosed in early January of 2006, and passed away on February 1, 2006. This was a totally unexpected illness, which required my siblings & me to provide 24-hour care for her during this time. Thankfully, I did not have to lose a paycheck because of paid leave. I cannot imagine those who must go on leaves for one reason or another and also have to miss pay days! Please do not discontinue or otherwise change in a negative manner the FMLA! Working-class Americans need this leave--one never knows when it will be a necessity to have this leave available to working Americans!!!

Thank you for your time & consideration!

Sincerely,
Georgene Stergalas
13815 Berkshire
Riverview, MI 48193

Diane Walter

3205 C 5th Avenue , South Milwaukee, WI 53172

March 26, 2008 1:05 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used about eight days of FMLA to leave town when my mother got suddenly critically ill last November. I left town in such a hurry at night and was able to call in the next day to start paperwork to protect my job. I had several weeks to complete all the necessary documentation which helped because all my mom's doctors were out of town. After a lot of faxing and phone calls, everything did get completed to my employer's satisfaction (a major healthcare facility). None of the days of work I missed were held against me or were recorded on my attendance sheets. Without this protection, I believe I could have lost my job.

Sincerely,
Diane Walter
3205 C 5th Avenue
South Milwaukee, WI 53172

Delci Lev

50 Saley RD , Milford, CT 06460

March 26, 2008 12:29 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

As an only child it became necessary for me to take advantage of the family leave act when my mother became ill and was hospitalized in an ICC unit in another state. Daily medical decisions and her care were upper most in my mind and I needed to be there. The out of state situation made my working and being at the hospital part time impossible, but an in state situation would have required my presence daily. I spent a good 12-14 hours a day and night at her side.

Medicine today requires an advocate for the patient to be present. This is no longer an option, making this leave a necessity, not an option.

The FMLA is a part of a healthy work place environment making the worker more productive knowing when family situations requiring their full attention will be supported.

Sincerely,
Delci Lev
50 Saley RD
Milford, CT 06460

Youngju Cho

68-38 Yellowstone Blvd , Forest Hills, NY 11375

March 26, 2008 12:25 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

We, hard working people who have to support our family while we keep our loyalty for our jobs need a better Family Medical Leave Act not worse.

Sincerely,

Youngju Cho
68-38 Yellowstone Blvd
Forest Hills, NY 11375

Melissa Makela

2961 South Carter Road , Afton, MI 49705

March 26, 2008 12:22 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

When I had my first child, I was able to use my time to stay home with my brand new baby. We tried to plan the baby for the summer so I wouldn't have to use any time. Unfortunately, sometimes it just doesn't work out that way. One of the reasons I became a teacher is because of that time you're allowed to have with a new born. I plan to have another baby and again, I'll try to use my summer months. But if I need to make use of FMLA, I sure hope it will still be there!

Sincerely,
Melissa Makela
2961 South Carter Road
Afton, MI 49705

Stacey Simner

18 cason dr. , commack, NY 11725

March 26, 2008 11:54 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used the FMLA in conjunction with my accrued sick time to care for my newborns (both of whom were 6 weeks premature).

Sincerely,
Stacey simner
18 cason dr.
Commack, NY 11725

Barbara Kowalewsky

6162 Kauffman Rd , Presque Isle, MI 49777

March 26, 2008 11:44 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am personally opposed to changes to FMLA.

Why do changes need to be made to a system that works? I believe it is to have employers take precedence over families.

My daughter was born prematurely. It was an emergency situation that brought me to using the FMLA time. I also had enough leave time acquired that I was lucky enough to be paid the entire time I was on leave. I had a hospital stay of 10 days preceding her birth and my daughter was very lucky and was healthy enough that she only had to spend 6 weeks in the hospital. What would I have done if I hadn't had the good fortune of FMLA time? What would I have done if at that crucial, stressful time I would have had to see another doctor and prove by filling out paperwork that I needed the time? I was going through enough at that time.

My husband is a laborer, he gets no paid leave time and had to go back and forth between work and the hospital which is five hours from where we live.

If I had not gotten paid for the time our family would have been devastated.

I urge you not to fix what is not broken! FMLA time is a positive thing that employers can do for their employees in an age of endless work hours and little appreciation.

Sincerely,
Barbara Kowalewsky
6162 Kauffman Rd
Presque Isle, MI 49777

Barbara Hunter

501 E. Lincoln St. , East Tawas, MI 48730

March 26, 2008 11:11 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Two years ago this November, my mother died after battling Alzheimer's Disease. Just nine months later, my father was diagnosed with brain cancer. He was only given 6-8 weeks to live. I relied upon my FMLA flexibility to join with my siblings in providing care for my father in these last critical days of his life. Luckily, I had accrued enough sick time to use so my pay wasn't adversely affected, but without the freedom to do that, I would have had to choose between caring for my dying, beloved father, or attempting to go on with my teaching and remain unaffected. Fortunately, because my superintendent was familiar with the FMLA, I didn't have to make this impossible choice.

My father died on August 28th, and we were already back to school (teacher preparation days, inservice, etc.) Instead of worrying about my job, I was able to spend those remaining days caring for and reminiscing with my dad.

I urge you to leave the FMLA intact for the millions of hard-working Americans like myself who rely upon the humanity and compassion of people just like you to provide the support necessary, nay critical, to the emotional, financial, and social well-being of employees around this nation.

I missed four short days of school, but what I got in exchange is priceless to me and my children. Though my father can never be replaced, neither can the ability I had to create the memory of those last precious days with him on this earth.

Sincerely,
Barbara Hunter
501 E. Lincoln St.
East Tawas, MI 48730

Ann Aldrich

311 N Washington , Hale, MI 48739

March 26, 2008 11:11 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have only used FMLA once during the birth and following 6 weeks after the baby was born. I used my sick days to do this and get paid, but having FMLA intact, made my work not question whether or not they were going to give me the time off. FMLA is an awesome tool for parents who have to be with newborns. We know that studies prove that the first 6 weeks are essential to the bonding between caregiver and child. Also, most daycares do not take newborns. This is also a recovery period for the post partum mother. It is crucial that FMLA continue to support working parents.

Sincerely,
Ann Aldrich
311 N Washington
Hale, MI 48739

Brenda White

400 Brittain Road , Akron, OH 44305

March 26, 2008 10:57 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I believe as taxpaying Americans, we bust our butts daily to help make life a little better for everyone, but we just keep losing more of the benefits that we have earned throughout our careers. This is just another kick in the teeth for all our hard work and dedication to making life better in America.

I have not personally had to miss work to care for a family member and thankfully my health has been very good. However, I did have to help out with the care of my grandchildren for two weeks while my youngest grandson was hospitalized for a major lung problem at two weeks of age. Had I not been off for my winter break (unpaid), I would have had to take FMLA and I'm sure my employer would not have been happy to have my position empty, but I have worked for many years and rarely miss work. Although I have many paid sick days available, I would have had to prove the medical need in order to have been paid for time off. I don't think I am superior to anyone regardless of their financial status or their titles nor do I feel inferior to anyone...I am a hard working American and I feel I deserve to keep all the benefits that I have worked hard to earn as well as all the others out there like me and be able to use the FMLA if and when needed.

Sincerely,
Brenda White
400 Brittain Road
Akron, OH 44305

Michelle Soviero

231 N Queens Ave , N Massapequa, NY 11758

March 26, 2008 10:55 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Please don't make people choose between necessary procedures or paying their bills. That would have been the situation with my self and I would have had to opt not to have the surgery and continue to suffer. NO INCOME IS NOT AN OPTION I CAN CHOOSE TO MAKE.

Sincerely,
Michelle Soviero
231 N Queens Ave
N Massapequa, NY 11758

Staci Ollar

36893 Ladywood St , Livonia, MI 48154

March 26, 2008 10:51 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

The FMLA enabled me to have precious time with my newborn children that I would not have had otherwise. Changing this law so that it is more difficult for those to use who already may be dealing with a stressful illness or illness of a loved one is despicable and frankly, un-American.

It also takes away rights that new parents should have.

I am disappointed that this is even being considered.

Do we not value the working citizens of our country enough to protect them during a time of need?

How deplorable.

Sincerely,

Staci Ollar

36893 Ladywood St

Livonia, MI 48154

Cheryl Bogner

24491 Quad Park Lane , Clinton Township, MI 48035

March 26, 2008 10:50 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am very concerned concerning proposed changes of the Family Leave Act. I personally have seen the benefits of this act, and in my future, I believe that I may have to use it. First, a friend needed 6 weeks off from work to take care of her mother who was dying from emphysema. She needed that time and more to care for her mother. Other staff members have used the time when they have had their babies, and needed the time to get the baby off to a good start. There are so many people who have benefited from this plan.

Not having this will create hardships for family. Just who is benefiting from the proposed changes-----not the people who need the time to take care of family business and need the income to take care of bills during difficult times.

I am sickened that decent hard working people possible will not be able to have a break during a difficult time in their lives.

Sincerely,
Cheryl Bogner
24491 Quad Park Lane
Clinton Township, MI 48035

Jeannine Zappia

42 Gibson Blvd , Valley Stream, NY 11581

March 26, 2008 10:35 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

The FMLA leave is crucial for workers. When my grandmother was ill, she was able to take off the much needed time from work. It was longer than expected, and everything was fine when she returned to work.

Sincerely,
Jeannine Zappia
42 Gibson Blvd
Valley Stream, NY 11581

Shirley Haidinger

949 E Gorham St , Madison, WI 53703

March 26, 2008 10:09 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

On Feb. 11, 2008, the Department of Labor (DOL) proposed changes to the Family Medical Leave Act (FMLA) regulations that will make it more difficult for workers to access leave. The DOL has framed these changes as a simple clarification of existing procedures, but an examination of the proposed changes reveals that they would severely curtail workers' ability to use the law.

Workers rights to use leave under the FMLA need to be protected. Don't make it harder for workers to use this leave.

Sincerely,
Shirley Haidinger
949 E Gorham St
Madison, WI 53703

Brenda Kaweck

51 Maple Ridge Drive , Farmington, CT 06032

March 26, 2008 9:47 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I had within the last year surgery on my spine and was out under FMLA which is a God-send because with being out almost 6 months my employer had to keep my position for me. Otherwise I would have lost my job that is needed very much being the sole head of household for a family of three. Please do not do away with this law it protects people like me who need necessary surgery and don't have to worry about the emotional trauma of not having a job after they recover.

Also I would like to make another point why these laws are necessary another personal example is my daughter thought she might have breast cancer and was going for several tests and doctors appointments. She works in a small dental office and they don't have the FMLA we checked. Last week she had another appointment scheduled for a second opinion and had to cancel it because she was threaten by her employer that she might be terminated. This is an example when a person has a chronic condition that an employer would not be able to use this tactic of threatening. I think it is disgusting that an employer would stoop to this level with someone who may have breast cancer. Now I am very worried because she is afraid to go on future medical appointments and this is a life threatening manner.

We needed the FMLA yesterday and need it to continue for today and tomorrow. We also need it to be broaden so that all employers no matter how many employees they employ have to obeyed by this law.

Sincerely,
Brenda Kaweck
51 Maple Ridge Drive
Farmington, CT 06032

Katharine Borthwick

28 North St. #3 , Plainville, CT 06062

March 26, 2008 9:45 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

If it were not for FMLA, I could not have been able to take care of my mom and dad when they got sick on separate occasions and when it came time for them to pass on. If I had not had FMLA as back-up, as a single mom I would not have been able to support my family during these very trying times as they were all on separate occasions. I needed to be with my family as I was the only child in state and their designated legal/medical person. This way I was able to be with my family and still receive a pay check. I cannot tell you how much it meant for me to be there when my mom passed on in 2001 and then when my dad passed on in 2002. If not for FMLA, I would not have been able to be there and my loss would have been much greater than it was.

Please support FMLA so that working people can do right by their families without the potential loss of pay, especially if they have the time in their bank!

Sincerely,
Katharine Borthwick
28 North St. #3
Plainville, CT 06062

Lisa Madison

1866 Wantagh Ave #12, Wantagh, NY 11793

March 26, 2008 9:32 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

FMLA is extremely important to me. I used FMLA last year when I had my son. It was extremely important that I was able to take the time off that I needed. If I didn't have FMLA I probably would have had to quit my job, I physically wasn't ready to return to work right away after the pregnancy. I needed the time off to recover physically.

I was paid for the portion of the leave that I was able to cash in my accrued sick days. In addition, because of FMLA I was able to get medical coverage at the COBRA family cost which was affordable. Without FMLA we would not have been able to afford our medical coverage.

I feel strongly this country doesn't give enough time and attention to FMLA. Women are asked to return to work after 12 weeks, which is unbelievably difficult for so many reasons. In other countries, FMLA is treated much differently. Please do not make it any harder than it already is for workers to get FMLA.

Sincerely,
Lisa Madison
1866 Wantagh Ave
#12
Wantagh, NY 11793

Cynthia Oliver

Rt1 box 334 , Independence, WV 26374

March 26, 2008 9:31 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In 2006 my husband had a heart attack and it was recommended that he have by-pass surgery. We planned the surgery so that it coincided with our Thanksgiving break so that I wouldn't need to take too many days. I had accrued over 160 sick days in the 25 years that I had worked. Unfortunately, my husband contracted MRSA from the hospital during his stay. This caused a need for me to use over 30 of my sick leave days. He needed at home care that wasn't provided through home health care and subsequent hospital stays. My employers required that I request using my days under FMLA since our code allows only 5 days caring for family members. If I had not been allowed to care for my husband it would have been devastating financially to hire nursing care. Our ordeal went from Thanksgiving to Easter. FMLA allowed us me to care for my husband both physically and emotionally.

Sincerely,
Cynthia Oliver
Rt1 box 334
Independence, WV 26374

Nicki Kitts

3666 E 350 N , Marion, IN 46952

March 26, 2008 8:55 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I gave birth to twins at only 32 weeks gestation. They were 8 weeks premature. They were life lined to a larger hospital 45 miles from home. They remained in the NICU for the entire 8 weeks. When they came home both needed special care and there was no daycare that would assume their medical needs. By the time the boys were both off of the equipment necessary for life, I had used 12 weeks of FMLA and a medical leave for myself to get through the last 6 weeks of their struggle.

If I could not have used FMLA I would have lost my job and the insurance that paid the nearly \$500,000 in medical bills. Yes, this was sudden and very unexpected. I was not paid for the time off.

One of the twins, now 2years old, still has ongoing doctor visits in the larger city. His medical bills still mount. He has had four surgeries in his 2 years of life. I would not have been able to attend without FMLA. My employer does not offer dependant care or sick days.

If we, the work force lose our FMLA Act rights we will lose a cushion of comfort for our families well being.

Sincerely,
Nicki Kitts
3666 E 350 N
Marion, IN 46952

Karen Fohner

1911 Grinnalds Ave. , Baltimore, MD 21230

March 26, 2008 7:57 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Fortunately, I have never had to use this, but I have an aging father and sister that if necessary I would have to use FMLA to care for them if they were to get seriously ill.

If this were NOT available I would NOT have the ability to do that. Please DO NOT take this benefit from us.

Sincerely,
Karen Fohner
1911 Grinnalds Ave.
Baltimore, MD 21230

June Carlson

24 field view dr , Burlington, CT 06013

March 26, 2008 7:48 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have been an unfortunate user of FMLA. I say unfortunate because it was use for caring for the ill. I am part of the sandwich generation. My parents and dependent Aunts are in their 70s and 80s. Last year my mother was diagnosed with pancreatic cancer. She was "healthy" until then. I needed time off to take care of her, my dad and take them to appointments. I was also needed for emotional support. After she passed on, there continued to be a need for my father as well as a need for me to recuperate from the stress of the situation.

At the same time, my dependent Aunt who is 85 years old, needed emergency surgery. Being that my parents were busy with my mother's diagnosis, I needed to divide my time with both. She ended up in a nursing home for a short time because she was not well enough to live alone. Unfortunately, family members need to be ever present at nursing homes and play an active role in their care. In today's world of moving to where one can get a job, this all occurred 45 min. away from where I lived and worked. Sometimes I needed just to leave an hour earlier so I would be able to talk to an MD or speak to the day nursing staff.

I am also a full time working mother of 2 small children and a disabled husband. There are doctor appointments or special tests that are scheduled only during work hours. Because of FMLA, we are able to attend them as I am the driver as well as the caregiver. This has not jeopardized my job. If it did, I would not be able to afford health insurance and we would be in big trouble. I am the sole breadwinner. If I became unemployable because of all of these other commitments, we would lose our home, the children would go to a different school and we would end up on state aide. FMLA has protected me and my family. It has also protected the state welfare system by keeping people employed. Sincerely June Carlson, Burlington CT

Sincerely,
June Carlson
24 field view dr
Burlington, CT 06013

G. McManamon

125 North Harding Road , Columbus, OH 43209

March 26, 2008 6:43 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband, who is rarely ill, had a brain abscess, which required surgery. This was caused by some sort of staph infection and it was never really determined how he contracted the infection. The cure required a PIC line and nearly six months of IV transfusions of two different antibiotics 2-3 times daily. He was not able to return to his job as a custodian until the course of antibiotics was finished. The FMLA made it possible for him to take the time off to heal. One never expects to have to take such a long time off from work. The FMLA gave him peace of mind, that he could stay home and still have a job once he recovered.

Sincerely,
G. McManamon
125 North Harding Road
Columbus, OH 43209

Cynthia Brewer

1213 Arthur Stiles Rd , Austin, TX 78721

March 26, 2008 12:52 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My name is Cynthia Brewer and I am advocating that you please leave the FMLA intact. I am a teacher who has utilized FMLA to care for all of my children when they were born without the fear of losing my job.

I know of many other colleagues who have had to use it to care for their loved ones either new born or seriously ill.

In this changing and ever challenging time workers need to be protected and assured that they can take the necessary time off to care for a loved one. Removing this is unethical and is a serious indicator that people are no longer valued in the American workplace. People are losing jobs every day and need not have to make the choice of whether to care for a loved one without the stress of not knowing whether or not they will have a job when they return back to work.

Please do not cater to big business on this issue and put value on the workers in this country by keeping FMLA.

Sincerely,
Cynthia Brewer
1213 Arthur Stiles Rd
Austin, TX 78721

Albert Junior

684 Kimberly Circle , Oberlin, OH 44074

March 26, 2008 12:22 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Dept. of Labor:

I had foot surgery, getting my toe realigned. Due to my toe growing misaligned so severely, I was not able to walk due to the serve and unbearable pain, preventing me from teaching, making it to my room, to the restroom and back in time, to and from my car in time. For my surgery, my big-toe bones had to be cut and reshaped at the joint. I was homebound for two continuous months. I had to stay off my foot completely for 1 week and continuously keep it buried in ice, and was on crutches continuously for the rest of the month, and had to stay off my foot as much as possible for the second month. During the month after I decided to return to my classroom, I missed a 5 days, due to my foot being still not completely healed. For those three months, I had to wear a foot brace/cast. Even during the fourth month, I had to miss a few days due to my foot surgery recovery. My FMLA leave made my return to the classroom possible. Without it, I could not have returned to the classroom.

Sincerely,
Albert Junior
684 Kimberly Circle
Oberlin, OH 44074

Linda LeVeque

1808 Wendover Road , Baltimore, MD 21234

March 25, 2008 10:33 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am the Mother of two wonderful, beautiful children both of whom were benefited from a Mom who used the FMLA. With my first, I had complications from a C-section which ultimately required a second surgery. If I had had to return to work sooner than I did, I would have faced further complications which would have caused me to be out sick longer and ultimately would have probably cost my job. My Supervisor specifically said that she would have filled my position if it weren't for FMLA. Because of FMLA I was able to keep my job and not use unemployment or be without work. As it was, I went 4 weeks without income. I would have probably opted to go back to work had it not been for my recovery. Those 4 weeks without pay wreaked havoc on my credit for quite sometime. We are just now paying off the rest of our credit cards 4 years later.

With my second child, my recovery was without complications. However, my child had a feeding issue. She required intensive and frequent medical care and didn't gain weight for a long time. She was seen daily and sometimes we had two appointments per day with two different specialties. I would not have been able to maintain my job had I been forced to go back to work after a surgery.

With my new job I had accumulated enough time to be paid throughout the FMLA. This made a HUGE difference for my family. We did not need another 4 years to pay off money borrowed. (Which was good since my daycare expenses increased with two).

I strongly urge you to not make changes to the FMLA! This act has helped my family in many ways. It is also vital that women are able to have their jobs remain safe while they are taking care of their children or themselves! For me, if I didn't have my job, we would be living in poverty. In a country that "is for the people and of the people", how can we justify taking away supports which help us be productive citizens?

Sincerely,
Linda LeVeque
1808 Wendover Road
Baltimore, MD 21234

Antoinette Marciari

2522 Natta Blvd. , Bellmore, NY 11710

March 25, 2008 9:05 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

As president of the Bellmore-Merrick Paraprofessional Association, I cannot express strongly enough how important the use of FMLA leave is to our members. In the past, our members have used this leave for themselves due to illness or to care for members of their family during an extended illness. One member of our unit used FMLA leave to care for a child diagnosed with cancer and another when she was diagnosed with a serious illness. Making changes to FMLA regulations would make it very difficult for people in need to use this leave to care for family members due to an illness, care for newborns, or care for a loved one in need of long-term care.

Sincerely,
Antoinette Marciari
2522 Natta Blvd.
Bellmore, NY 11710

Pamela Wiley-Hill

17344 Oak Drive , Detroit, MI 48221

March 25, 2008 9:03 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

The FMLA in the past and in the future has saved either myself or my husband our jobs. I will use one example of how the FMLA saved my job.

I had to fight with my job on using the FMLA because they did not agree that my children illness fell under the FMLA but it did and I proved that to them with the help of documentation from my children's doctor. Eventually, I demanded in writing that they take all of those bad writes ups regarding me missing work off my record. They did. Victory.

A few months later I left the company but told as many people about the FMLA and how it is there to benefit them and their loves ones when they are facing an illness.

After going through something like that I ended up going back to school to become a Paralegal. While I was in school I did a presentation on the FMLA twice. I was surprise at how many people till this day do not know their rights under the FMLA.

This law needs to stay because no one can prevent a love one or themselves from becoming ill. This law protects employees all over America to be able to care for their love one and not have to worry about losing their job. No one that lives in the United States of America should every have to worry about losing their job when they have a love one suffering from an illness.
Sincerely,

Pamela Hill pwh37@yahoo.com

Sincerely,
Pamela Wiley-Hill
17344 Oak Drive
Detroit, MI 48221

Sandra Swafford-Uhl

7685 Fitch rd , Olmsted Twp, OH 44138

March 25, 2008 8:31 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used FMLA leave to care for both of my children when they were new born. I feel that the time that I was able to spend with them before returning to work was extremely valuable to both my babies and I. Please don't make life more difficult for working parents by making the proposed changes to the FMLA.

Sincerely,
Sandra Swafford-Uhl
7685 Fitch rd
Olmsted Twp, OH 44138

Janice Doucette

136 Fair st , Bristol, CT 06010

March 25, 2008 7:47 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used my FMLA with my daughter when she was 11yrs old she was diagnosed with Leukemia and needed me home with her and if we didn't have this law that protected me I would have lost my job. So if you make the law harder to use it will make it a lot harder for people like me that might need to use it again.

Sincerely,
Janice Doucette
136 Fair st
Bristol, CT 06010

Janice Glatzer

3459 E. Lincolnshire Blvd. , Toledo, OH 43606

March 25, 2008 7:39 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I was able too use FMLA leave to help my 86 year old mother and be at my dying father's side in the hospital as he struggled to live for 10 days following open heart surgery. My mother was still recovering from a broken hip and Dad had been taking care of her before he became ill. I was able too stay long enough after the funeral to take care of her needs. It was a blessing to be able to do this without any fear of repercussions at work. Please don't weaken this important family centered provision which makes our society stronger.

Sincerely,
Janice Glatzer
3459 E. Lincolnshire Blvd.
Toledo, OH 43606

Sydney Gilbey

52 Oakwood Lane , Columbia, CT 06237

March 25, 2008

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My mother became ill with what was originally diagnosed as a stroke. My father, a diabetic, saw an uncontrollable spiking of his blood sugar due to the stress of my mother's "stroke." I took off a short period of time from my teaching job, to help get some routines established for my mother's therapies and to help my father get his diabetes back under control. I did not intend to be away from my job for very long. A week or so at most.

My mothers "stroke" turned out to be caused by stage 4 pancreatic cancer which was diagnosed about three weeks after the stroke. My father's diabetes remained out of control. Within 6 weeks from the initial problem my mother succumbed to the cancer and died. My father's diabetes spiraled out of control. At this point it was obvious I was not just out of state helping to get things settled. It was obvious this was going to be a much longer process and I thought I was going to have to quit my job to move to the state where my father resided. Fortunately, under the FMLA I was eligible for leave. I had the appropriate forms completed by the physicians and was able to remain out of state with my father for the months now needed to help him get his diabetes under control. That was 10 years ago. He is ok now and going strong. We lost my mom, but had she needed additional care the FMLA would have been very helpful.

I still have my job and have been at this job continuously since then. As a younger generation, we have a responsibility to help, not only our children, but also parents and siblings and other members of our families. Without the FMLA, many of us would have to choose to live on state subsidies instead of taking a leave and having a job to return to once things are situated. Additionally, I was able to keep my health benefits. I covered my self and my daughter with these benefits. I paid the premium but the option to remain on the plan was there at a time when I might have had to go without. As a single mom that is one heck of a choice, keep yourself covered with a health plan or eat and have a place to live. The employer group plan and some savings got me through.

FMLA is the only humane, appropriate and moral choice for a progressive society. Please do not restrict this much needed piece of legislation.

Sincerely,
Sydney Gilbey
52 Oakwood Lane, Columbia, CT 06237

Linda Gavitt

102 Nantucket Dr. , Mystic, CT 06355

March 25, 2008 7:34 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have an FMLA to help with the care of my elderly mother. She would be on Title XIX in a nursing home if I weren't able to help her. I try to manage my time without using the FMLA often, but it's important to have that as a backup to protect my job. The hospital that employs me has harsh sick time policies. In the long run I'm saving the taxpayers money.

Sincerely,
Linda Gavitt
102 Nantucket Dr.
Mystic, CT 06355

Gary Lampman

593 Walton Ferry Rd , Hendersonville, TN 37075

March 25, 2008 7:09 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

You folks are a bunch of fools if you tamper with programs such as this. FMLA is the best idea since social security and I think you are wrong to tamper with it.

Sincerely,
Gary Lampman
593 Walton Ferry Rd
Hendersonville, TN 37075

Judy Lindquist

114 Conley Ave. North , Thief River Falls, MN 56701

March 25, 2008 6:14 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I want to tell you about Danna, my sister. She was a single woman, living alone in Washington State. At age 46, she was diagnosed with stage 4 ovarian cancer. She fought bravely for nearly two years before the disease took her life. During that two year period, she suffered through debilitating treatments and extensive surgery. Fortunately (thanks to FMLA), family members were able to be there for her when she was so weak and in pain that she couldn't leave her bed. I can't imagine what she would have done, had she had to face this alone--it was so unimaginably awful, that I am crying as I type this. Danna was a college-educated, employed woman who had health insurance. But she was single and lived alone. Had family not been able to leave work to care for her, the consequences would have been unthinkable.

Please preserve this important provision. How shortsighted would it be to pull the rug out from under seriously ill people--no doubt their medical expenses would skyrocket, without family members on hand to help care for them. Because few middle-class families can afford to hire skilled nurses, the options are dreadful and would no doubt result in more emergency care visits, worsening health, and a greater burden on the system.

Sincerely,
Judy Lindquist
114 Conley Ave. North
Thief River Falls, MN 56701

Cecelia Lee

6391 Valley Ranch Drive , Garfield Heights, OH 44137

March 25, 2008 6:14 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

To Whom This May Concern:

I am writing not to express how FMLA has been used in my life but how I anticipate the use of it in the near future. I am the care taker for my elderly mother and my aging sister that happens to be in renal failure. Please do not make changes in the law where it may be harder to use FMLA. I am a strong believer in taking care of family members instead of institutionalizing or warehousing them in nursing homes. If the use of FMLA is tightened I would dreadfully have to consider the use of a nursing home or assisted living facility for my loved ones.

Sincerely,
Cecelia Lee
6391 Valley Ranch Drive
Garfield Heights, OH 44137

Christina Nunez

200 Stewart Ave. , Bethpage, NY 11714

March 25, 2008 5:28 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I had a baby on May 15th, 2007 and needed to take advantage of FMLA. If it weren't for this I would have had to pay almost \$1000 in medical insurance and I would not have been able to afford my mortgage. I have since been back to work, but the time I got to spend with my newborn daughter is irreplaceable. Also, the replacement that was hired for me while I was on leave currently holds a position in the school where I work. While it is not a full-time teaching position, he was able to secure a full-time job because he had a good rapport with the staff and administration in my absence.

Sincerely,
Christina Nunez
200 Stewart Ave.
Bethpage, NY 11714

Claudia Campa

37 Junco Lane , Albrightsville, PA 18210

March 25, 2008 5:23 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Family and the well being of human kind should always come before business. That is one of the things that is wrong with our society. We need to pay closer attention to these sorts of things. Haven't we already seen enough proof that our families need more care.

Sincerely,
Claudia Campa
37 Junco Lane
Albrightsville, PA 18210

Kelly DeCuir

2027 Pecan Trail Drive , Richmond, TX 77469

March 25, 2008 5:01 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have used FMLA twice, once with the traumatic birth of my critically ill twins (March, 2001) and more recently with my back surgery (November, 2006). In my school district we don't get paid during FMLA unless we had personally paid for short-term/ long-term disability.

If I had not had FMLA during the birth of my children, the girls births would not have been covered financially and would have cost the general public (Medicaid) \$102,000. One of my twins was born and stayed in the NICU for six weeks. She started at level 3 and gradually worked her way to level 2. The other twin, stayed in the NICU for four weeks at a level 2. With both girls having been born so traumatically, there is NO WAY I would have been able to go back to school and teach effectively. FMLA gave me "piece of mind" that my job would be there when I returned to work. You see, I am and have always been, the major bread winner in my family and not only do I make the majority of the money 7:1, but I also carry everyone on my health insurance. It was bad enough that my short term disability only paid for six weeks (even with a C-section), fortunately, I didn't have to pay COBRA or go on Medicaid because of FMLA.

The second time I used FMLA was in November, 2006 when, after having pneumonia, I couldn't even get out of bed by myself because I had two herniated disks in my spinal column. I knew from past experience that my job was safe and that I could continue to make regular payments for healthcare. My focus was on getting better after I had had back surgery. In April, 2007, when I couldn't go back to work and my FMLA had expired, and there was no guarantee that I would have my same job the stress started mounting. It made it more difficult to recover. To this day, I have not recovered from back surgery. I wish FMLA and temporary disability had been longer.

Sincerely,
Kelly DeCuir
2027 Pecan Trail Drive
Richmond, TX 77469

Joan Keough

556 Witches Rock Road , Bristol, CT 06010

March 25, 2008 4:44 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I recently needed surgery and needed to use FMLA to recuperate. I needed more time to heal and had to use 6 weeks to get back on my feet.

In the same time frame my husband had to have a knee replacement. If I didn't have the use of FMLA we would have been in a very bad situation.

We need to have job security in a time of need.

Sincerely,
Joan Keough
556 Witches Rock Road
Bristol, CT 06010

Carol Pfingsten

27250 MN Hwy 4 , Grove City, MN 56209

March 25, 2008 4:03 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have been in the work force for over 40 years before there were benefits for workers to have time off for family needs.

The middle class family deserves time to meet their needs during childbirth and illness. Taking away time for what is important will only weaken our social structure and add to the family issues we already have.

Sincerely,
Carol Pfingsten
27250 MN Hwy 4
Grove City, MN 56209

Jeanne Gales

237 Cambridge Ave. , Elyria, OH 44035

March 25, 2008 3:53 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am a teacher in the Cleveland Metropolitan School district. I used my FMLA in the fall of 2000. I did not have enough sick days to allow me to take off the entire 10 weeks. Using my FMLA, I was able to take care of my newborn for the entire 10 weeks without the fear of losing my job, being accused of abandoning my position, losing my rate in the pay scale, my seniority, or losing a year towards my STRS.

Sincerely,
Jeanne Gales
237 Cambridge Ave.
Elyria, OH 44035

Michael Schmitz

817 Maple Ln. , Waterville, OH 43566

March 25, 2008 3:44 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used FMLA time for the births of both of my children, ages 11 and 5, and for my knee surgery several years ago. It was nice to be able to take the time without worrying about my job. However, the paperwork was arduous enough to take care of when those situations took place. Now there is a proposal that could make that paperwork even harder to take care of and keep track of.

Why does government in this country come up with wonderful programs like this and then screw them up? You folks should make this easier for people to use the time needed to deal with family medical emergencies, not harder.

Don't get me wrong. The ideas of making the information easier to get and making "light duty" separate from FMLA is a wonderful improvement. Great ideas like this need to be supported. However, the increase in paperwork, medical visits, and limiting the use of accrued sick leave, do nothing to help American workers. It just makes things harder on us.

Sincerely,
Michael Schmitz
817 Maple Ln.
Waterville, OH 43566

Megan Gambill

4888 Marigold Road , Mentor, OH 44060

March 25, 2008 3:24 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My name is Megan Gambill. I am a teacher in Cleveland and have used FMLA several times since 2001.

I became a foster/adoptive parent in 2001 and was contacted in July to see if I was interested in fostering a 2 day old baby boy. He came to me and I THOUGHT I would be ready to put him into daycare at the start of the school year, when he was to be six weeks old. I didn't realize how quickly I would fall in love and not want to head back to work right away. It was also imperative that he and I form a strong bond before I returned to work. I submitted my leave under FMLA at the last second and was grateful to have the extra time with my son, who I have since adopted. I was required to use accumulated sick time during my leave with my son, as my school district does not offer any kind of paid parental leave.

In December of 2005, again at the last minute, I was chosen as an adoptive placement for a 5 1/2 month old girl. It was, again, vital that she and I bond as mother and child. She had grown in someone else's body for 9 months and was with a foster mother for her first 5 1/2 months of life. She and I needed time to attach to each other. Thankfully, I was able to use FMLA again. My accumulated sick days were also used in this situation.

Should I adopt in the future, I would like to know that FMLA would be there for me again. Foster children are placed the same day they are taken into custody. This does not allow for time to plan a leave from work. The leave needs to be granted immediately for the sake of all involved.

Sincerely,
Megan Gambill
4888 Marigold Road
Mentor, OH 44060

Angela Manning

44481 Blueridge Meadows Drive , Ashburn, VA 20147

March 25, 2008 3:15 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In 2001, I developed several health issues at the same time which attributed to extreme pain and fatigue. I tried taking a few days off and then a week off. I fit in as many doctors appointment as I could to get at the bottom of my illnesses. I then applied for a long term leave using the remainder of my sick time as I continued to search for answers. Finally being told that my problems were chronic, I had to make the decision to leave my job as my health issues were not improving. The use of sick time I had accumulated over the many years I worked at my job allowed me to see many specialists, try medications and a variety of therapies before making that difficult decision. It also gave me the opportunity to rest and deal with the stresses of being so ill. As it turned out, I could not return to my job but this time gave me that opportunity for a few more weeks as I tried to improve.

Sincerely,
Angela Manning
44481 Blueridge Meadows Drive
Ashburn, VA 20147

Mindy Ross-Knaster

39 Prospect Avenue , Lynbrook, NY 11563

March 25, 2008 3:08 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used my FMLA leave to care for my dying sister in her final days with cancer. I absolutely needed that time to say my goodbyes and to find closure. It was a blessing to me and my family. Please allow others to use it as well. It is a sad but necessary factor of life in today's world with working families.

Sincerely,
Mindy Ross-Knaster
39 Prospect Avenue
Lynbrook, NY 11563

Cathleen Larsen

38 Smithfield ave , Meriden, CT 06451

March 25, 2008 2:59 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My daughter was born January 30, 2003. I took eight weeks of sick leave and then took my FMLA leave for twelve weeks. I was able to be home with my daughter from birth to 8 months, because I am teacher and had the summer off. If I did not have FMLA I would have had to leave an 8 week old baby in daycare.

Sincerely,
Cathleen Larsen
38 Smithfield ave
Meriden, CT 06451

Kathleen Cieslik

23059 Remick , Clinton Twp, MI 48036

March 25, 2008 2:48 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I was in need of surgery on two separate occasions and without the ability to take advantage of
this act my family and I would have experienced a great financial loss.

Sincerely,
Kathleen Cieslik
23059 Remick
Clinton Twp, MI 48036

Debra Sinkula

1820 Dixie Drive , Waukesha, WI 53189

March 25, 2008 2:24 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used FMLA in 2007 to manage my fibromyalgia. The pain came very quickly and was so debilitating that I was only able to work 16-20 hours a week until my doctor found the right dosage of medication combined with physical therapy to get be back to 40 hours.

While I didn't use the full twelve weeks, I was able to code my timesheet correctly for my illness and doctor visits that year. The human resource staff and my manager was a great help to me during this time. I like knowing that when I look back at my time taken off, that I know how many hours I was off for FMLA vs. other time off. Also, my supervisor respected my time off, knowing I was under a doctor's care. I'm now up and running my usual 40+ hours and go home feeling good.

Sincerely,
Debra Sinkula
1820 Dixie Drive
Waukesha, WI 53189

Patricia Nies

1963 Frames rd , Baltimore, MD 21222

March 25, 2008 2:21 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My name is Patricia Nies my husband John M. Nies had to retired from his state job after 31 years due to frontotemporal dementia. John's illness began in 2006 when he was 58 years old. John is too young for any senior center and I was told he will not be able to attend when he becomes 60 due to his illness. I need the family leave act because I never know when John will have a bad day and can not be left alone. He can no longer drive so I have to take him to all his medical appointments. If I didn't have family leave every time I took off it would be considered a separate incident and I could lose my job! This program is essential to me and my family and should only be changed for the better which this would not! There are a lot of baby boomers with elderly parents who would also need family leave.

Sincerely,
Patricia Nies
1963 Frames rd
Baltimore, MD 21222

Carmen Garcon

733 Summit Street , Linden, NJ 07036

March 25, 2008 2:15 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

The FMLA saved my life and my employment when I had a third child back in 1996 . I did not want to lose my job. I needed to take some time off with the new baby.

I was able to do so and get back to work.

I am always thankful to the master minded behind those great ideas to assist families. Come handy at a time when they need it the most.

Thanks to FMLA I did not have lose my position nor have a break in service. If not I would have to leave my job.

Sincerely,
Carmen Garcon
733 Summit Street
Linden, NJ 07036

Elizabeth Lanza

45345 Tree Farm Lane , DeLand, FL 32720

March 25, 2008 2:10 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

On July 9, 2007, my son had a motorcycle accident. He was flown to Halifax Hospital in Florida on life support. On July 26, he was air lifted to Shepherd Center Rehabilitation Hospital in Atlanta Georgia. I stayed with my son from the July 9 from the beginning until returning home on February 19, 2008.

I had to take a leave from my teaching position so that I could be a part of my son's recovery. If it was not for FMLA, I would not have been able to keep my position at my job.

Please don't make changes to FMLA. There are many hard working people that have been able to remain with their employer because of this act. Don't make it harder for families to be families.

Sincerely,
Elizabeth Lanza
45345 Tree Farm Lane
DeLand, FL 32720

Jacqueline Darrow

30 Cross Rd , Geneva, NY 14456

March 25, 2008 2:05 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My adult son has spina bifida. With that comes ongoing, lifetime urological, orthopedic, and neurological issues. He has had severe skin breakdowns, doctor's appointments, and surgeries, all of which have caused him to miss work. The employer he works for, Wal Mart, has a very strict attendance policy. If he was not able to use the FMLA, he would have lost his job which would have led to a loss of income and self esteem. My son has a hard enough time in life without being further penalized by losing his job through no fault of his own.

Sincerely,
Jacqueline Darrow
30 Cross Rd
Geneva, NY 14456

Lynette Garcia

1219 West Farwell , Chicago, IL 60626

March 25, 2008 1:43 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

My husband died of head and neck cancer ten years ago on March of 97. Prior to his death, the FMLA gave me the opportunity to stay home with him during his last six month of life to care of his needs. That was the most valuable gift I could have received knowing I've done all I could to take care of him. It gave me the opportunity to stay with him and keep my job. Without the FMLA my stay with him wouldn't have been possible. I was left to raise our two daughters. Knowing I had a job to go back to once the ordeal was over gave me a sense of comfort. My job would still be there for me and my girls. Not having to look for employment made my life at that time some what bearable.

Sincerely,
Lynette Garcia
1219 West Farwell
Chicago, IL 60626

Cynthia Kirby

58 toms point lane , Lincoln park, NJ 07035

March 25, 2008 1:37 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I personally have not needed family leave yet. But I have an elderly mother and I know that at some time in the future I may be needed to care for her. The FMLA would be the difference between her going to a nursing home or staying at home with family care.

Sincerely,
Cynthia Kirby
58 toms point lane
Lincoln park, NJ 07035

marjorie Hendrix

12 Knightsbridge ct , Baltimore, MD 21236

March 25, 2008 1:26 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have used FMLA to care for my husband, and also for my own personal health issues. Anyone having chronic or temporary serious health issues is already getting the care they need from their medical doctor(s). To burden them with more doctor visits (and co-pays), and continuous documentation, after the original documentation which covers 12 months already, not only burdens the physicians, but puts emotional strain on the sick/injured applicant who is supposed to using the time to get well. FMLA is such a wonderful act for Americans. Stop wanting to make it more difficult to implement. The guidelines are already interpreted by individual employers who put their own 'spin on it'.

Sincerely,
Marjorie Hendrix
12 Knightsbridge ct
Baltimore, MD 21236

Lisa O'Rourke

170 Portage Drive , Akron, OH 44303

March 25, 2008 1:14 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have been blessed to have not needed this at this point in time. However, I have known and seen others who have not been as blessed. We can not contribute to the burdens of others by destroying their professional lives on top of the burdens that their personal lives have brought them. It could not be cost effective or efficient to seek other care for individuals who need it and can only add to the quagmire of lawsuits and malpractice to replace family members who do care with those who are paid to act like they do.

Sincerely,
Lisa O'Rourke
170 Portage Drive
Akron, OH 44303

Julie Coleman

135 Mt. Grove Rd , Califon, NJ 7830

March 25, 2008 1:09 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

As a young child my daughter developed asthma so severe she had to be hospitalized. Subsequent to her hospitalization I had to take a number of days off in order to care for her until we were able to get her asthma under control.

If it were not for the family leave act, I don't know what I would have done as I had no one else who could have cared for her and fortunately I had sufficient accrued leave to cover my absence.

Sincerely,
Julie Coleman
135 Mt. Grove Rd
Califon, NJ 7830

Ted Rounds

233 South Walnut St , Ravenna, OH 44266

March 25, 2008 12:58 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I haven't had recourse to the FMLA as of yet, but I am sure to in the very near future as my father is declining in health in this, his 88th year. The real point should be that every civilized country in the world leads the US in providing for its citizens in this important regard.

Sincerely,
Ted Rounds
233 South Walnut St
Ravenna, OH 44266

Alberta Hemsley

1305 Woodland Avenue , Cincinnati, OH 45237

March 25, 2008 12:42 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

In the spring of 2005, my brother had a stroke. At first he was totally paralyzed on his left side. I was able to take almost two months of leave to help straighten his affairs and care for him while he was first at the Drake Hospital for many weeks, and then transition him to my home where he lives with me.

I can't imagine if I had not been able to take a leave from work to help my brother...

Do not make it harder for workers to use FMLA!

Sincerely,
Alberta Hemsley
1305 Woodland Avenue
Cincinnati, OH 45237

Tamara Heaton

1017 Whitcomb Avenue , Royal Oak, MI 48073

March 25, 2008 12:42 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I have asthma that often causes me to have to seek medical treatment or do breathing treatments at home. I am affected by this daily and sometimes have to go into work late. The FMLA allows me to do this and use my sick time without being penalized by losing my job. I would be devastated if this benefit were to be taken away.

Why are we constantly attempting to turn ourselves into a backwards nation that doesn't care about its citizens in need? I am perplexed because I have to show proof and do not take advantage of this benefit. I am a hard worker and this helps me continue to be.

Please do not take this very valuable act away from me or other families that greatly benefit from it.

Sincerely,
Tamara Heaton
1017 Whitcomb Avenue
Royal Oak, MI 48073

Beverly rother

3200 commerce parkway , Miramar, FL 33025

March 25, 2008 12:36 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I was very grateful to have been able to use 12 weeks of FMLA with the 70% salary continuation to help me with my illness this past year and then to still have my job available to me upon my return. There is no way I could have been out ill & then had to worry about my job and my pay. This truly helped me in so many ways and reduced the worry & stress I would have otherwise experienced. Thank you for this very special benefit that is so very needed when & if things unexpectedly happen, as was my case.

Sincerely,
Beverly rother
3200 commerce parkway
Miramar, FL 33025

Sandra Bradley

P.O.Box 286 723 Park Rd.38, San Felipe, TX 77473

March 25, 2008 12:36 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Unfortunately, this act will hurt only the middle to lower income people of America. Once again the realization that wealthy and upper income people can take off when ever they wish. Please consider those of us who are ill without insurance as well as what would happen to those without leave-time allowed.

When my mother had triple bypass surgery, I only could be with her for a limited period of time and I was able to attend her funeral. No one can be sure if she would have had better care by her family, she might have lived many years longer.

Sincerely,
Sandra Bradley
P.O.Box 286
723 Park Rd.38
San Felipe, TX 77473

Amy Dicosmo

54534 Egmont Key , Macomb, MI 48042

March 25, 2008 12:14 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I used FMLA in 2005 for the adoption of my son. It was an international adoption and I had to travel quickly to get him and then I had to stay in his native country for 8 weeks. I also had 4 weeks at home with my son before returning back to work. I really needed FMLA because I didn't qualify for a traditional maternity leave. By having FMLA I have been able to keep my benefits, but my leave was unpaid. I am waiting to adopt a 2nd child and hope that I can use the leave again.

Sincerely,
Amy Dicosmo
54534 Egmont Key
Macomb, MI 48042

Rosalinda Garza

P. O. Box 234 , Los Ebanos, TX 78565

March 25, 2008 12:13 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

This FMLA is one of the greatest things available. Don't delete it. It has helped many individuals during their critical times.

Sincerely,
Rosalinda Garza
P. O. Box 234
Los Ebanos, TX 78565

Josephine Higgins

10 pond Rd. , Woodcliff Lake, NJ 07677

March 25, 2008 12:05 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

When my mother was dying of cancer, I took Family Medical Leave to care for her. As a nurse, I knew I could provide better care than strangers who we might hire. It was a wonderful experience to care for the woman who raised me during her darkest hour. Please do not make it harder for people to use Family Medical Leave. In my capacity as a Volunteer EMT, I see many people who are alone and scared near the end of their life. This is wrong.

Sincerely,
Josephine Higgins
10 pond Rd.
Woodcliff Lake, NJ 07677

Donna Drummond

222 E state st , Trenton, NJ 08608

March 25, 2008 11:52 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

I am 56 years old, and I still have children living at home, as well as an elderly mother in her 80's. There are times when I need the ability to take time off from work to care for my family. Two years ago, my mother had a stroke, necessitating my leave for four weeks from work to help care for her. At a time such as this, I do not want to be forced to consider my choices between work and getting paid on one hand, and my personal responsibilities on the other hand. If necessary, I would have quit my job to do what I felt I needed to do. Please don't make it harder for the workers; make it EASIER for us!

Sincerely,
Donna Drummond
222 E state st
trenton, NJ 08608

Elizabeth Krolczyk

831 seamaster , Houston, TX 77062

March 25, 2008 11:48 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult to Use FMLA Leave

RIN 1215-AB35

Please do not change the FMLA law. it is so comforting in times of trouble to know that you do not have to worry about your job. I have personally used FMLA three times in the past 20 years. once to have my baby and the next time I was very ill with facial paralysis and weakness probably due to mold exposure. then 10 years later I used FMLA to recover from a knee operation. all three times I returned to my job and continued to work at it. I have had the same job for 20 years and love it. it would only add stress and financial burdens on my family to have to look for another job. please do not add further burdens on the lower and middle class. we are struggling as it is to make ends meet and support our families. this law is for working Americans who need time to recover from an illness, pregnancy, or serious illness of a family member. the wealthy do not have to worry about taking care of their families. THIS LAW IS ESSENTIAL TO WORKING AMERICANS!!!!

Sincerely,
Elizabeth Krolczyk
831 Seamaster
Houston, TX 77062

Celestine Smith

4408 Parkton Street , Baltimore, MD 21229

March 25, 2008 11:39 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have used FMLA when I went into the hospital for carpal tunnel surgery both times and it was the best thing for me. I had the time in so I got paid for my time while I was recuperating. Being a single mom I could recover better without the stress of worrying about my bills being paid and my kids having a roof over their head.

If the United States government wants to do something, tell them to make it easier for all employees to be able to use FMLA without being harassed by their employer.

Sincerely,
Celestine Smith
4408 Parkton Street
Baltimore, MD 21229

Michele Bunnion

6 Princeton Drive , Laurel Springs, NJ 08021

March 25, 2008 11:39 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I took FMLA due to being admitted into a mental health facility and than receiving intensive outpatient therapy. I was on leave for 5 weeks and had enough leave to be paid 100%. I could not have afforded to take this time if I was not paid for it or if I was worried about losing my job.

Sincerely,
Michele Bunnion
6 Princeton Drive
Laurel Springs, NJ 08021

Nancy Ballou

3585 Cummings Rd , Cleveland Hts, OH 44118

March 25, 2008 11:31 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have used the FMLA twice- each time after the birth of a child. It seems like such a basic provision for working moms, and one of the few things this country does right in terms of supporting families.

Sincerely,
Nancy Ballou
3585 Cummings Rd
Cleveland Heights, OH 44118

Velma Garza

5000 Western Rd., Mission, TX 78574

March 25, 2008 11:27 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

When I had my two youngest children I was allowed to stay home with them for eight weeks after delivering them by C-section. It allowed me to heal and bond with my daughters. Had I not been able to do so I may not have gone back to work. FMLA allows me to work and assure that my job is safe when I am ready to return.

I am a school teacher and several of us are able to teach and take care of our families because of the FMLA leave. Most of us would not be able to do this without this job protection. We have a teacher shortage as it is. Without FMLA there would be more of a teacher shortage because some of us would have to stay home to raise our children.

Taking FMLA would reverse our employee rights that we have worked hard to have. Hard working families are what make this country great. Don't take this right away from hard working people.

Sincerely,
Velma Garza
5000 Western Rd.
Mission, TX 78574

Ronald Davenport

805 Runneburg, Crosby, TX 77532

March 25, 2008 11:25 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I want you to know the number of times FMLA has helped me and my wife over the past 35 years. We used it the first time when my wife gave birth to our first child in 1975. Our second child was born in 1978 and our third in 1983. My wife was able to give birth to all of these babies knowing she would have the time to recover and be at home to establish a bond with her children for the first few weeks of their lives. Had we not had this early in our married lives, the loss of income would have been difficult for us. Once again in 1988, I personally suffered a brain tumor and due to the fact we had personal days and some additional days to see us through the hard times. Of course, we cannot afford to miss work days for additional doctor visits. We had too few days as it is.

Sincerely,
Ronald Davenport
805 Runneburg
Crosby, TX 77532

Shannon Flynn

6556 3rd AVE NW, SEATTLE, WA 98117

March 25, 2008 11:25 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have used FMLA on two occasions, and in both cases I have been grateful to have a well-defined way to have 'time out' as needed, and keep my job.

On the first occasion, I broke an ankle and required surgery that kept me off my feet for more than a month. (It took nearly two weeks for the ankle to 'stabilize' so that surgery was possible, and then about two weeks to have the surgery and 'stabilize' from that.) I was on crutches for two more months, and walked in a 'boot' for weeks after that, so delicate are my bones. On the second occasion . . . I started to have debilitating migraines. Even with excellent treatment and medication and 'home management' doing everything the doctors advise, has been impossible for me to work more than 32 (+ or -) hours per week without triggering either a single or series of these migraines (which are not, as you know, 'just headaches' - not even 'just the worst headache you ever had'). And so it is that I use some percentage of FMLA to retain my job (working hard and well for my employer) and maintain my health. This, by the way, from an employee who has always done "whatever it takes" to get the job done and, frequently - not just to work overtime and be paid for it, but sometimes because we could not serve the public if I or someone did not step forward to do it - worked 4/3 time and one rare occasions 5/3 time for a few weeks or months.

Please do nothing to restrict or reduce FMLA rights and benefits. FMLA is a critical part of intelligent compassion in this country, and hardworking loyal employees need the right to care for themselves and their families.

Now that I think of it, had I known of FMLA back then when both of my parents died within a few weeks of each other, I would have used FMLA to have time for them. I was 40 years old, they were 70 . . . and it was a strange coming-together of circumstances that had one of them diagnosed with virulent pancreatic cancer (much advanced) as the other prepared for what turned out to be unsuccessful transplant surgery.

Sincerely,
Shannon Flynn
6556 3rd AVE NW
SEATTLE, WA 98117

Robin Vigfusson

129 High Street, Nutley, NJ 07110

March 25, 2008 11:25 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My husband suffered a major heart attack a month ago and I didn't appreciate how important family leave was until it hit home. It provided great peace of mind to know I would be able to take days off as needed to take care of him without having the added pressure of worrying about job security.

Sincerely,
Robin Vigfusson
129 High Street
Nutley, NJ 07110

Susan Heller

283 East Lake Ave, Massapequa Park, NY 11762

March 25, 2008 11:23 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

By receiving the FMLA I am able to spend time with my newborn baby. It is critical in the development of a child that one parent be there to guide the newborn's first 3 months of life. It would be a crime to take that away from any parent and child.

Sincerely,
Susan Heller
283 East Lake Ave
Massapequa Park, NY 11762

Christine Roberts

407 Woodbridge Commons Way, Iselin, NJ 08830

March 25, 2008 11:23 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I used FMLA after having my daughter. Having a baby is the most life changing experience a person could ever have. Your body and mind go through such overwhelming changes it's incomprehensible. I was paid for my entire 12 week leave with accrued leave. The income was a huge help in keeping us afloat. The cost of diapers, formula, etc. is horrendous as it is, the thought of paying for more medical visits makes me sick to my stomach...especially with what the cost of gas and milk is today. And it's not only the financial implications. The first three to six months of a child life is extremely important for a mother and child. You need that bonding time and to think that you could lose your job for taking care of your child is outrageous. Being a mother is the MOST important job in the world and it should stop being frowned upon. After all, where would each of us be without our mothers? Don't make it any harder then it already is to leave our children. It's hard enough to know we have to leave them with strangers. Gone is the day of living on one income...and we wondered what's leading to the downfall of our society. We only get one shot at molding our children, there are no re-dos...so help us out a little...don't make these changes to the FMLA.

Sincerely,
Christine Roberts
407 Woodbridge Commons Way
Iselin, NJ 08830

George Vann

Post Office Box 215 3300 Pioneer RD, Vernon, FL 32462

March 25, 2008 11:23 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have been fortunate enough where I have not had to use the FMLA as our children are adults
and our parents are deceased. However, please do not make it harder for workers to use as it is a
necessity in today's world.

Sincerely,
George Vann
Post Office Box 215
3300 Pioneer Road
Vernon, FL 32462

Christine Peebles

20 West Main Street, Clinton, NJ 08809

March 25, 2008 11:07 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I know I basically live pay check to paycheck. I have parents who are getting older and one day might require more of my assistance than I already offer and one day I might want to have a child. With this in mind taking time off from work would not be an option, which would mean either my family member would end up being alone in a time of need or my job would be compromised from taking time off to care for my loved one. I do not think it is fair that only the rich can afford to have certain luxuries in life, when the working middle class often struggles just to make ends meet. Throughout the year I also often take on a seasonal part time job just for survival purposes, I could not even imagine what would happen if I couldn't work my one job. Please look closely at the people who the FMLA leave will effect. Our government should be helping our families, friends and neighbors because at some point in time the FMLA will touch someone we know and hopefully our government will have a safe guard in place to help those who need it.

Thank you for your time and help.

Sincerely,
Christine Peebles
20 West Main Street
Clinton, NJ 08809

Keely Keyser

202 South Military Road Apt A, Slidell, LA 70461

March 25, 2008 11:02 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

To whom it may concern:

For approximately five years my Father was ill. My family suffered through the heartache and pain of watching my father wither away. When my father passed it was a very painful time yet it was a relief. We no longer had to see him go through the pain and suffering he endured for five plus years. As his Executer and Power of Attorney I had many duties I had to take care of for my father. Not only did I have to take care of these responsibilities I also had to mourn the loss of my father! FMLA provided me the time I needed to mourn and handle my father's affairs.

Sincerely,
Keely Keyser
202 South Military Road
Apt A
Slidell, LA 70461

Joan Rauscher

22 Newgate Rd, Oxford, CT 06478

March 25, 2008 11:01 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

At this period in time, when we the middle age generation has the responsibly to take care of our parents, I believe the FMLA is vital. I have two elderly people, mother and mother-in-law, that I have been taking care of, one living with me. I am a widow and I can foresee the time when I might have to take time off from my job to meet the needs of one of these women.

I also have a daughter expecting in a month and she has a two year old that needs to have major surgery with a lot of follow up needs. She will need to take time off from her job. Since I am a teacher they have scheduled her surgery for June so I can fly to their home to help, but that is only for a few months. She will need more time after I leave and will need to use the FMLA. Please do not make these necessities in people lives more difficult then they are already. We do not have the finances to hire people, so please do not hinder us further in our responsibilities. Thank you.

Sincerely,
Joan Rauscher
22 Newgate Rd
Oxford, CT 06478

Anna Sevilla

592 Mountain View Terrace, Middlesex, NJ 08846

March 25, 2008 11:01 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am writing to tell a personal story of how I have used FMLA leave to help me care for my newborn daughter who was born in 2006.

I was planning to work up until the last day of my pregnancy because I wanted to be able to spend as much time caring for my newborn baby. It just so happened that my OB/GYN sent me from a regular weekly check-up straight to the maternity ward. I was still wearing my work clothes as this incident was quite sudden. I didn't have time to submit my FMLA paperwork, but I wasn't too worried because I knew I could submit my doctor's note and take enough time that I have accrued without having to worry about my job security or about not having enough money to pay for my bills.

My family and I live in NJ, the most affluent and expensive state in the Union. My husband and I both had good-paying jobs, but we still live paycheck to paycheck because the costs of mortgage, property taxes, and car insurance are extremely high in this state. In addition, I am still paying for my graduate loans. Add the costs of raising a newborn to this and you have a full plate. If I didn't have the opportunity to get paid for my accrued time, my family would have gone from the joy of having a new baby in the house, to scraping money to pay the basic bills and quite possibly lose the house we have made a home. Temporary disability was not an option for me, because getting capped at \$400/week would have put the same strain on my family budget as not getting paid for accrued time in full. It's simply not enough to get by.

I don't quite understand why the Department of Labor is trying to implement these changes which will make it more difficult for workers to access leave. The changes are framed as a simple clarification of existing procedures, but after closer examination of the proposed changes it is evident that they would severely curtail workers' ability to use the law. I had only 8 weeks of accrued leave and since my family could not afford for me to go on temporary disability, I returned to work when my baby was less than two months old. I don't think this constitutes abuse of the law. I have accrued the leave time by working hard and saving it for the time I needed it, as do most other hard-working individuals in this country. Given the current economic situation, I do not think it would be logical to put an additional strain on working American families by implementing these unnecessary changes. This country's birth rate is already one of the lowest

in the developed world, mostly due to the unsupportive family leave law. In other countries, mothers are given up to 7 years of job protection while they care for their children. I only took 8 weeks off and under the new proposed changes, I may not have been able to do so, given the sudden nature of my delivery. I am also not comfortable with the employer receiving my medical information directly and more frequently, as opposed to the current arrangement with the designated health professional at less frequent intervals.

It is not necessary to complicate employees' lives any more especially in situations when every minute spent away from the person they care for (a newborn, sick self or a family member) counts. As a new mom, I would not be able to attend frequent medical appointments as proposed in the changes. As you may know, newborn pediatric checkups are quite frequent, as are the Ob/GYN postpartum visits. I would have to find a competent babysitter for the times that I had to go for the visits which would put an enormous psychological (anxiety about leaving a child with stranger compounded by erratic sleep schedule) and financial (gasoline, mileage, tolls, parking) strain on the new mom. Not to mention the added burden on the already suffering U.S. healthcare system.

I hope that these comments provided an additional insight as to why I feel these proposed changes are not necessary and potentially hurtful to working American families.

Sincerely,
Anna Sevilla
592 Mountain View Terrace
Middlesex, NJ 08846

Jacqueline Lamboy

9314 Bishop's View Circle, Cherry Hill, NJ 08002

March 25, 2008 10:56 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I think changing the current laws does not benefit the "Middle Class" of America. If we continue to cut corners to save money on the backs of the most hard working American, we are looking forward to turning America into a third world country.

The economy is bad, world image is bad and just because one man thought he knew what he was doing. If we continue on the path of this person we will fall back to a depression. We as Americans are not ready for this!

As a result many of us who have fallen sick have had the grace of God and the current law to allow us to heal sooner and get back to work without fear of losing our job. The time period given in most cases is fair and allows many to make further arrangement with family and friends when the use of this time is to take care of an elderly parent or child do to severe illness. I believe people using the benefit are using it wisely and not abusing it. I know doctors would not jeopardize their licenses to commit fraud.

Keep Working Class America happy and protect the laws and benefits that allow us to keep on working. Not everyone has a world class college degree or has been born into wealth, so it is wise to keep the Middle Class alive.

Sincerely,
Jacqueline Lamboy
9314 Bishop's View Circle
Cherry Hill, NJ 08002

Alberta Marchesani

2603 Chesterfield Avenue, Baltimore, MD 21213

March 25, 2008 10:52 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

To the Department of Labor:

In January of this year, my mother - a spry and athletic senior citizen - received a sudden diagnosis of advanced ovarian cancer. This asymptomatic disease caught our whole family by horrible surprise. The specter of abdominal surgery and a rigorous chemotherapy schedule was compounded by the fact that my father, a decorated World War II veteran, had suffered through two surgeries due to gall bladder disease the previous fall. Five years prior he underwent heart surgery for five bypasses. My mother continued to provide his home health care and rehabilitation. Now both of our parents required care taking.

If it were not for my family leave - taken from earned and accrued sick days in the school system - I would not have been able to arrange a schedule with my siblings to provide care for our mother during this difficult time. I would not have been able to financially afford to be at our mother's side during her delicate post op period in rehabilitation. I would not have been able to assist our father at home, providing him meals and being certain he was taking his medications.

Our family is one that will step up to the plate to care for each other. We and all workers should continue to be allowed the financial provision to humanely care for our loved ones during periods of disease and severe family stress.

Sincerely,
Alberta Marchesani
2603 Chesterfield Avenue
Baltimore, MD 21213

Patricia Watkins

10206 Winding Trail, La Porte, TX 77571

March 25, 2008 10:50 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Less than two years ago my mother-in-law died with a prolonged stay in Hospice. I had cared for her in my home for almost ten years. She was like a second mother to me, after my husband, her only child died. She was alone and afraid, and I stayed with her everyday through the hospice time. I was very grateful to my employer to have the benefit of the family leave act so that I could do my final duty to this precious soul left in my care. Please keep this act for others who are in this same place. When my own mother passes, I hope to be able to see that she has the same care and attention from me, her oldest and closest child. She has lived across the street from me for many years before and after the death of my father.

Sincerely,
Patricia Watkins
10206 Winding Trail
La Porte, TX 77571

Dana Felice

2 Orchard Rd, Patchogue, NY 11772

March 25, 2008 10:47 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am a hard working mother of one and now soon to be two. I pay taxes and support my government one hundred percent. I am very proud to be an American and try to portray good values to my family as well as my students. FMLA has allowed me to also be a nurturing mother to my newborn children. I am able to stay home and still pay my mortgage. My husband and I are both grateful for the precious 12 weeks of FMLA.

Sincerely,
Dana Felice
2 Orchard Road
Patchogue, NY 11772

Marsha Merriman

23312 Emmons Road , Columbia Station, OH 44028

March 25, 2008 10:35 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My daughter called me at work from a Las Vegas hospital. She had been sick and was rushed to emergency room. Her gall bladder needed to be removed. I got on a plane and flew to Las Vegas immediately. I ended up being in Las Vegas for one week because she not only had her gall bladder removed but came down with Hepatitis A. She was still very weak when we flew home a week later.

I was able to use Family Medical Leave to help her.

Sincerely,
Marsha Merriman
23312 Emmons Road
Columbia Station, OH 44028

CAROLE TAYLOR

695 PARK AVE # 241N , NEW YORK, NY 10065

March 25, 2008 10:28 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

If it has not been for FMLA, I would not have been able to spend time in Florida with my father prior to his death in 2004.

I was able to situate his living conditions and become his legal guardian because of FLMA.

My father was 90 years old and had diminishing mental capacities and other serious health issues which I had to attend to.

I had to literally move down to and live in Florida for two months to situate him.

Without FMLA, I would not have been given the time off and was in fact harassed by my supervisor when I came back because I took this time.

Luckily, nothing could be done to me because of FLMA.

This is a basic right which every worker should have in order to be around their loved ones in time of need.

Sincerely,
CAROLE TAYLOR
695 PARK AVE # 241N
NEW YORK, NY 10065

Jennifer Culver

4130 Burton Drive, Stow, OH 44224

March 25, 2008 10:25 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I was able to use FMLA during the birth of my three children. This time afforded me the ability to not only heal from childbirth but also to bond with my babies and adjust to our new family life. As a country that already lags significantly behind many other industrialized nations in support for new mothers and fathers, FMLA is one of the few supports that families have.

I strongly urge you to continue to support the current FMLA standards and seek legislation to strengthen, not weaken American families.

Sincerely,
Jennifer Culver
4130 Burton Drive
Stow, OH 44224

Michael Molnar

2200 Biscayne Blvd , Miami, FL 33137

March 25, 2008 10:14 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

It is very imperative that you protect our rights as citizens by maintaining FMLA.

Sincerely,
Michael Molnar
2200 Biscayne Blvd
Miami, FL 33137

Victoria Meadows

818 Ogontz St, Sandusky, OH 44870

March 25, 2008 10:12 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am the primary breadwinner for my family. I have used FMLA twice in the past three years to care for our newborn children. Fortunately, I had enough leave built up from over the years to support our family through my leave. Had this not been the case, we would not have had enough money for our basic needs!

FMLA is necessary for millions of Americans to be able to care for family members as well as newborn children. What would happen to families who rely on these paychecks if they have a seriously ill child? Or spouse? Or parent? Especially consider that it looks like this country is headed for severe economic times. Foreclosures are out of control as it is! Americans just cannot afford another burden upon their income.

Please leave FMLA as it is for the sake of the American people.

Sincerely,
Victoria Meadows
818 Ogontz St
Sandusky, OH 44870

Catherine Johnson

627 N. Murat St., New Orleans, LA 70119

March 25, 2008 9:57 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I was unable to use the Family Leave because sisters were not covered under the Act. I feel that they should also be included, NOT DISMISS the entire plan. We teach our children to look out for others, to help out in any way that they can, we have them complete service hours in our schools to teach integrity, but when it comes time to REALLY helping our own families we are stopped. Something is wrong with this picture! With health care costs out the window, we try to do some of the care ourselves and are stopped do to the fact that others will have to suffer while the bread winner tends to one....AGAIN, something is wrong with this picture.

PLEASE vote to continue this wonderful effort to help our loved ones.

Sincerely,
Catherine Johnson
627 N. Murat St.
New Orleans, LA 70119

Kate Pfordresher

400 Third Street, Brooklyn, NY 11215

March 25, 2008 9:47 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

**FMLA is so inadequate already. The US is the only industrial nation in the world that has
no mandatory paid leave requirement. This is a shame.**

Sincerely,
Kate Pfordresher
400 Third Street
Brooklyn, NY 11215

Shirley Bishop

PO Box 3189, Annapolis, MD 21403

March 25, 2008 9:31 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

In 1998 my husband had triple by-pass heart surgery at Washington Hospital Center in DC. Two years ago he had three more heart procedures there, the last procedure he was taken by Medivac. We could not afford to hire a nurse or medical professional to come in and give him the daily care he needed post-procedure wise. Without FMLA, he would have been left alone as all of our family (both sides) reside in the southwest VA area. That could have been a dangerous situation for him. Please protect our rights from being taken away.

Sincerely,
Shirley Bishop
PO Box 3189
Annapolis, MD 21403

Susan Roth

463 Cooper St. , Beverly, NJ 08010

March 25, 2008 9:31 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Please do not make it any harder for me to keep my job!! I have an elderly Mother, who I already can not spend time giving her the care she needs because of my job, as well as a sick daughter, who also needs me. Because I work for the school district, the 1290 hour rule that was just added, stopped me from qualifying for the FMLA this year (I had to go on disability last year, even though I have more than ten years with the district, it didn't matter), and I am forced to chose between my job and family, as well as neglect my own health.

Sincerely,
Susan Roth
463 Cooper St.
Beverly, NJ 08010

Marla Pedi

36 Jarvis Place, Lynbrook, NY 11563

March 25, 2008 9:26 AM

Subject: FMLA

RIN 1215-AB35

As a working mother, FLMA has enabled me to take an extended leave of absence from work to care for my newborns. I have used FLMA to stay home and care for two of my three children. It is a valuable act that entitles working mothers time with their children. Please do not take away that right.

Sincerely,
Marla Pedi
36 Jarvis Place
Lynbrook, NY 11563

Carol Schaumleffel

11135 Portie Flamingo Road, Corning, OH 43730

March 25, 2008 9:24 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I was able to use FMLA with the birth of both of my sons. It was a great way for me to care for my newborn during the first three crucial months of their lives. With FMLA, I was able to take 12 weeks without the fear of losing my job. I worked as a staff RN in a hospital when both of my children were born. It wouldn't have been possible to take such an extended leave without losing my job if it weren't for the Family Medical Leave Act.

I was able to receive pay through the hospital for all 12 weeks because I had accrued enough paid time off to cover my absence. This was a great benefit of the FMLA.

I think that the FMLA is crucial to working families that have a need to take care of a family member and need the extended time off of work. Many families are already strapped financially when there is an illness; the last thing they need to worry about is losing their job.

Sincerely,
Carol Schaumleffel
11135 Portie Flamingo Road
Corning, OH 43730

Bambi Rush

102 S. Fannin, Groesbeck, TX 76642

March 25, 2008 9:15 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I personally have used FMLA to care for a terminally ill loved one. It allowed me to spend the last two weeks of her life with her, rather than her spending it alone in a hospital full of strangers. It meant more to me than I can say to be able to be with her when she took her last breaths. It is an experience that I cherish and hope that if and when my time comes, my family will have the opportunity to be with me when I need them.

Sincerely,
Bambi Rush
102 S. Fannin
Groesbeck, TX 76642

Kimberly Long

1257 E 94th. St., Brooklyn, NY 11236

March 25, 2008 9:12 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I've used FMLA, twice. The first time was after the tragic loss of my first baby. I miscarried five months into my pregnancy, and had to use FMLA to recover both mentally and physically it was a very difficult time for me. If I had to go back to work right away I would not have been able to handle the stress.

Sincerely,
Kimberly Long
1257 E. 94th. St.
Brooklyn, NY 11236

Jerome Zamora

6217 Bridle St. NW , Albuquerque, NM 87120

March 25, 2008 9:11 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Though I have not used FMLA I have seen how my co-workers have benefited from the peace of mind that they have when they have had to use family leave to take care of a love one. For myself just knowing that it is there is of great importance and hopefully I will never be called upon to use FMLA. Please support!

Sincerely,
Jerome Zamora
6217 Bridle St. NW
Albuquerque, NM 87120

Tonya Davis

6812 Van Buren Rd., Clinton, OH 44216

March 25, 2008 9:06 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Although I have not personally used FMLA, it is a comfort to me knowing it is in place should I ever have the need. My spouse has already had two long hospital stays due to a blood clot passing through his heart. I do not know what the future holds. Should this happen again, he may need some long term care. I may need to use the FMLA. Since I am the one with medical coverage, I need to know my job will still be there for me if I have to take leave for a while. How much more are we going to let the government take away from us? This has got to stop. Not everyone makes the kind of money government people make. We can't afford to hire a nurse to care for our loved ones so we can continue working. Workers have earned this, we have fought for this, if we have to fight to keep it, WE WILL.

Sincerely,
Tonya Davis
6812 Van Buren Rd.
Clinton, OH 44216

Richard Lewis

425 E. Main St. , Fredonia, NY 14063

March 25, 2008 8:51 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have been the president of the Fredonia Teachers' Association for twelve years. Since the FMLA regulations have become law the provisions have been extremely advantageous to a number of teachers on my staff. Young mothers are able to take paid sick leave during their maternity disability period. After this period ends, however, a number of women wish to remain home with their baby for additional time. The FMLA allows them to stay with their baby for a total of at least 12 weeks and still be able to have District provided health insurance at the same cost as when they were working.

We have also had people who have had to take time off to take care of an aging or ailing parent or a child who has contracted a severe illness or been in an accident. These employees were not able to use personal sick time because they weren't sick themselves, but were able to use unpaid FMLA time. Their jobs were held for them for the 12 week period and their insurance coverage remained intact.

I would hate to see the benefits provided under the FMLA provision reduced or eliminated. Any of us could find ourselves in a situation where we need to take time off from our job to care for an injured or ailing family member. It's great to know that for a certain period of time our job and our insurance benefits will be there for us.

Sincerely,
Richard Lewis
425 E. Main St.
Fredonia, NY 14063

Cindy Thompson

PO Box 5440, Towson, MD 21285

March 25, 2008 8:42 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Shockingly, my brother and I found my elderly father almost dead due to neglect by another family member. (We soon found out why, our father was protecting another brother who was drug addicted). We talked to our father two and three times a day and he never told us anything was wrong.

We found out that our father's money was almost all gone...millions of dollars of checks that our father had been writing; secretly selling off his stocks.

Our father was extremely thin and in such bad shape that we had to admit him to a mental hospital for two months. It was touch and go. I had to leave work early to go hand feed him and stay until closing time every night to read to him, etc.

We pulled him through, but if it had not been for FMLA, I would have lost my job. I would have lost my apartment and I would have lost my father.

The USA needs to do more for its workers, not less. The people ARE the USA. Please protect us.

Sincerely,
Cindy Thompson
PO Box 5440
Towson, MD 21285

Swadesh Bhalla

3417 North Trail Way, Parkville, MD 21234

March 25, 2008 8:32 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My father is 94 years old now and he lives with me. I have been taking care of him since 1996. The Family Medical Leave Act has helped me a lot to take care of him. He has congestive heart failure and diabetes. I work full time. He is home alone all day and I have an aide for two hours a day for him for lunch. I take care of him the rest of the time. However, whenever he does not feel good I take the leave and take him to the doctors. The FMLA helps me. I will not be able to take care of him if I do not have the FMLA.

Sincerely,
Swadesh Bhalla
3417 North Trail Way
Parkville, MD 21234

James Rudd

106 Clarkson A, Potsdam, NY 13676

March 25, 2008 8:13 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

When my mother was dying, my sister was able to be paid through FML act. It allowed my sister to stay with my mother. My sister's nursing care allowed my mother to die at home in her own bed. The FMLA must stay in place as it is.

Sincerely,
James Rudd
106 Clarkson A
Potsdam, NY 13676

Renee Atkins

26208 Winton, Saint Clair Shores, MI 48081

March 25, 2008 8:11 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

The FMLA is essential for working people. I personally have used it to take some additional time to care for my newborn child. I could not fathom leaving a 6-8 week old infant in the care of strangers (anyone but mom or dad is a stranger) so early. I was fortunate enough to be able to take an additional 4 weeks due to FMLA to care for my child as she grew into someone who was just a bit older and I felt much more comfortable leaving her in the care of trained people. I am currently expecting my second child and plan to use FMLA again for the same purpose. Mothers need time to bond and take care of their children without fear of losing their jobs. Family should always be our most important job. Without the security of knowing we will have a paid position to come back to it makes it difficult for us to focus on our important responsibilities.

Thank you for your time.

Sincerely,
Renee Atkins
26208 Winton
Saint Clair Shores, MI 48081

John Mansfield

30 Aldrich St, Sayville, NY 11782

March 25, 2008 8:09 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

As a labor leader I have assisted many mothers to be with the FMLA, it has been a great help for them. The FMLA has provided them with time for their new babies without jeopardizing their jobs. Any changes to this law that would make more difficult for women I would find to be appalling and I would do my best to oppose any such change

Sincerely,
John Mansfield
30 Aldrich Street
Sayville, NY 11782

Rosemarie Stein

454 McDermott Road, Rockville Centre, NY 11570

March 25, 2008 8:09 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I was able to help my parents through the last months of my mother's life without worrying about losing my job. Not only was I able to assist in my mother's care, but I was also able to lessen the burden on my eighty-one year old father.

Sincerely,
Rosemarie Stein
454 McDermott Road
Rockville Centre, NY 11570

Michele Devine

173 Fall Street, Seneca Falls, NY 13148

March 25, 2008 7:54 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Back in 2000 I had to take care of my mother with malignant melanoma from Dec. 1999 until she died at home in October of 2000. The FMLA is very much needed. She died in the comfort of her own home and now I am caring for my eighty-five year old father and have done so since the death of my mother. He is starting to fail and soon I will need this act to take care of him also at home until his passing. There are many of us in the sandwich generation with children and elderly parents who need all the help we can get. Please keep this act and maybe even extend the time limit as well. Thank you.

Sincerely,
Michele Devine
173 Fall Street
Seneca Falls, NY 13148

Kristen Nardoni

51235 Indian Pointe Drive, Macomb, MI 4804

March 25, 2008 7:37 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am an elementary teacher from the state of Michigan. I am writing this letter because I have heard of legislation that may make it difficult to take FMLA leave.

I have used FMLA leave in the past. When my son was born premature two years ago, I utilized several months of FMLA to care for him. Had it not been for this legislation I may have lost my job and my health insurance during this difficult time. I was paid for 6 weeks of the leave due to my contract, but would not have been able to return to work after those 6 weeks due to my son's premature condition. If not for FMLA I would not have been able to return to work, thus losing my job and health benefits.

My father also used FMLA this past fall when he was diagnosed with Stage IV cancer. Because of this leave he was able to travel out of state to get the best medical care possible, without the fear of losing his job and his much needed medical insurance. He is alive today because of this legislation.

How can we as humans take away the life blood of sick individuals by making it possible for employers to suspend health insurance benefits to those who need it most? COBRA is a step in the right direction but it is very expensive for most people and not an option if they are no longer employed. If this happens, workers will be forced to look to medicaid, thus burdening the tax payer even more.

I would like to see this legislation continue.

Sincerely,
Kristen Nardoni
51235 Indian Pointe Drive
Macomb, MI 4804

Anna Ketko

6905 Copperbend Lane, Baltimore, MD 21209

March 25, 2008 7:36 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I was at bed rest in a hospital for 4.5 months of my pregnancy. My co-workers donated their own personal time to me, so I was covered till the day I had my child. Then I had to use FMLA because my son was born premature and he was in a NICU. After he got home from a hospital I had to take care of him at home. I did not use all 12 weeks of my FMLA because my husband lost his job and I had to return to work.

Sincerely,
Anna Ketko
6905 Copperbend Ln
Baltimore, MD 21209

Michelle Ramos

2145 North Marengo Avenue, Altadena, CA 91001

March 25, 2008 7:31 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

In 2006, I had a complicated pregnancy and I needed time to regain my composure before returning to work. I was having a nervous breakdown at work when I realized that I needed time, so my assistant manger informed me of the FMLA and decide I should take time to rest and get back to my usual self. I took the time off and I was so thankful that I had such support from my country to help the working force in unexpected situations. I thought to myself only in the United States of America would there be such moral support from the government. I was grateful and proud to live in America. I know it seems that FMLA is thought to only help the lazy, but it is not so. Many hard working Americans, especially woman, juggle so much with their time. There are moments in life when the time is needed to regain one's self to continue life and put in one hundred percent for her job. With help of the FMLA, female support groups, and my fiancé I found help and went back to work and I continued my life.

Sincerely,
Michelle Ramos
2145 North Marengo Ave
Altadena, CA 91001

Sue Long

6509 Darlington Road, Pittsburgh, PA 15217

March 25, 2008 7:27 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My son has a hip disorder called Perthes Disease. The ball of his femur broke apart and is now in the re-growth stage.

I used FMLA intermittently to take my son to the many doctors' appointments he had over the years. I did not have to take off any extended time, but FMLA protected me from any kind of penalty for missing work. I was able to use sick leave for the days I missed, so I was not docked pay. This was especially important as I provide the stable income in the family.

Without FMLA, I could have lost my job and benefits for the family.

Please protect this law and the many families that it helps survive through difficult situations.

Sincerely,
Sue Long
6509 Darlington Road
Pittsburgh, PA 15217

David Edmonds

1003 North Davis Ave Apt 17, Cameron, TX 76520

March 25, 2008 7:12 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

The FMLA Act is very important to me as a person.

It gives desired protections in a difficult work environment.

Please do not make any changes that would make it more difficult to use this entitlement.

Sincerely,
David Edmonds
1003 North Davis Ave, Apt 17
Cameron, TX 76520

Nancy Jewett

6800 NW 39th Ave. #115 , Coconut Creek, FL 33073

March 25, 2008 6:23 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

It really concerns me!!!! I have my job today because of the current FMLA laws. I do not want anything changed. I put in for FMLA for an operation for myself that turned into four operations, and I was out of work for six months in recovery. My job was protected, and I praise God for that in these current times. I am fifty-seven years old, and despite the fact that we should not be discriminated against, I would have had a very difficult time finding new employment. Please....this was my salvation in a situation that was out of my control. Working people need to know they have some type of security that our government backs up.

Sincerely,
Nancy Jewett
6800 NW 39th Ave., #115
Coconut Creek, FL 33073

Shirley Hernandez

304 14th Street East , Bradenton, FL 34208

March 25, 2008 6:10 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have had to use the FMLA more than once. The first time occurred when I had my baby by c-section. Unfortunately, my child had kidney reflux and was plagued by numerous doctor appointments. Who else could have cared for my newborn?

I had to use it again last year because of very awful terms. Both of my parents were unable to care for themselves not to speak take care of each other. My mother went into a local hospital to have what was supposed to be just a routine surgery and ended up staying a week in the hospital due to major blood loss during surgery. When they let her come home the paid home health care agent did not drain the tubes correctly and my mother ended up with a bad infection and a hole in her abdomen the size of a watermelon. At the same time, my father was thrown from a back end loader forty feet in the air. He broke five ribs and cracked his back in two places and fractured his ankle. He was hospitalized in Sarasota and then transported here to Bradenton. He shortly there after had to go back into the hospital due to two large cysts that had developed on his body. He was operated on just eight days after being released from the hospital. The pain was unbearable and he overdosed himself on pain pills and collapsed at his home with a nurse that could not pick him up. She had to call the fire department and that is when I had came to the conclusion I was missing more days than I was there and need to take some time off to get my parents better. I needed FMLA again and was very happy and proud that I was the only one of four children that could take this time and not be penalized for it. I truly do not know what would have happen to my parents if I could not have done this

Sincerely,
Shirley Hernandez
304 14th Street East
Bradenton, FL 34208

Kathleen Campbell

900 Valley Rd. C-103, Elkins Park, PA 19027

March 25, 2008 5:44 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My husband has a rare blood cancer called PV. It is necessary for him to have blood withdrawn every four weeks in order to keep his blood thin. On those days he is unable to work. If not for FMLA he would have had to use up all his sick time, vacation, etc. to have the procedure. Now that he is retired it will fall on me to take care of him as his disease progresses. Until now I was not concerned because I knew FMLA would allow me to take the time needed to do so. I am a dedicated Philadelphia School District teacher and do not take time off unless absolutely unavoidable. Please do not take this away from me.

Sincerely,
Kathleen Campbell
900 Valley Rd.
C-103
Elkins Park, PA 19027

Amy Wynne

499 Boundary Ave, Bethpage, NY 11714

March 24, 2008 11:48 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am a teacher and I absolutely love my job. With that being said, I am a mother. I used the FMLA to care for my three newborn daughters after each one was born. I would not be able to have the beautiful happy family that I have now if I was not able to care for my children when they were born. I returned to work after each birth and felt fortunate enough to have had time with my children in the early months. Please realize that teachers are professionals in addition to being parents.

Sincerely,
Amy Wynne
499 Boundary Ave
Bethpage, NY 11714

Jackie Lyle

Fox Avenue , Baldwin, NY 11510

March 24, 2008 11:26 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

This law helped me to care for my husband during kidney dialysis and transplant.

Sincerely,
Jackie Lyle
Fox Avenue
Baldwin, NY 11510

Olivia Chavez

945 S. Mesa Hills Dr. Apt 2516 , El Paso, TX 79912-5194

March 24, 2008 11:24 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have not used FMLA. However, my mother's health is deteriorating and I can foresee needing to take time off to help her. We are living longer and therefore the probability of experiencing health problems increases. I am single and depend on my paycheck to meet my expenses. It would be a hardship to lose pay should my mother or daughter who also has health problems needed my support both physically and financially. Do not make changes to FMLA.

Sincerely,
Olivia Chavez
945 S. Mesa Hills Dr. Apt 2516
El Paso, TX 79912-5194

Pam Campbell

110 1/2 Chippewa Street, Chippewa Falls, WI 54729

March 24, 2008 11:22 PM

Subject: Don't Make it Harder for Workers to be there for their loved ones

RIN 1215-AB35

The Family Medical Leave Act was meant to help us to follow through with the values that we as a nation say we have--people first, family first--money is second. Well, making it more difficult for workers to be there for their family members when they are going through tough times is hypocritical. We are supposed to be supporting each other as we support our values. Workers who are able to support their loved ones and feel valued will be better workers and more invested with employers who show they care.

Sincerely,
Pam Campbell
110 1/2 Chippewa Street
Chippewa Falls, WI 54729

Frederick Jones

11542 South Wentworth Ave., Chicago, IL 60628

March 24, 2008 11:19 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

We as working American need to continue to have FMLA. As we continue to get older and able to work we need the ability to use FMLA as it become necessary. Time is getting much harder to live as well as work and we never when we made need to take a Family Medical leave out yourself in our shoe and feel the pain that we are going through in this changing world

Sincerely,
Frederick Jones
11542 South Wentworth Ave.
Chicago, IL 60628

Linda Philippi

1010 Emerald Lane, Fortuna, CA 95540

March 24, 2008 10:57 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

In September 2006 I became violently ill with three undiagnosed ulcers. I lost four units of blood and had to have them replaced while being hospitalized. I was severely anemic and extremely shaky and had very low energy levels when I returned home. I used the Family Medical Leave to take care of my hospital stay plus my recoup time at home. I only used ten weeks but needed all of that time dearly to get my energy back to be able to do my job as Center Director/Teacher at a Head Start center in Northern California.

If I had not had the FMLA, my husband and I would have been in severe financial hardship. My husband was recovering from open heart surgery one year previously and was now only working his one full time job not the two jobs he had previously worked before having the open heart surgery.

The incident to my having to use FMLA was very sudden. I thought I had the flu but it was three ulcers! This incident ended with me being hospitalized and having to receive 4 units of blood.

I was paid for the ten weeks I took off from work by having State Disability. Missing a pay check would have severely harmed my family.

Recovering from any illness is hard work and having to make and keep many medical appointments would only add strain and stress to an already stressful situation. Keeping normal appointments are hard enough when you are recovering from any medical incidents.

Sincerely,
Linda Philippi
1010 Emerald Lane
Fortuna, CA 95540

Bob Comeaux

702 W French Place, San Antonio, TX 78212

March 24, 2008 10:45 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I recently took a two-month FMLA Leave to deal with the issue of my very high blood pressure. Had I not taken the leave, there is a very high probability I would have suffered a heart attack or stroke which would have cost my employer and me a significant amount of money and caused me great difficulty, perhaps even death.

During the two-months, my blood pressure went down over 40 points, enabling me to relax and enjoy myself instead of concentrating on my work. I returned to work rejuvenated, and it has served my interests, and the interests of my employer. The FMLA was good for me. It was good for my employer.

Sincerely,
Bob Comeaux
702 W French Place
San Antonio, TX 78212

Teresa Clough

122 Bonita Avenue, Galveston, TX 77550

March 24, 2008 10:31 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I became very ill after the birth of my daughter. My mom used FMLA to care for me and my child until I recovered (approximately three months). She saved my life. People need to be able to take care of loved ones when they are ill, newborn, injured, etc. and know that they will have a job to return to.

FMLA is necessary for all Americans.

Sincerely,
Teresa Clough
122 Bonita Avenue
Galveston, TX 77550

Michael Larson

815 Pine Street, Farmington, MN 55024

March 24, 2008 10:07 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Why should I fight for the right to spend three weeks with my newborn son? If I don't do it, who will? You need to support FMLA. By not supporting the FMLA leave, you are not listening to your constituents. Think about the time you or your wife had a new child. They wanted to take time away from work to cherish the moment with their newborn. Again, you need to support FMLA in the workplace. If not for you, then support it for your own children and grandchildren.

Sincerely,
Michael Larson
815 Pine Street
Farmington, MN 55024

Mathew Karasek

5665 Omaha Ave N, Oak Park Heights, MN 55082

March 24, 2008 10:00 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am a father of two and a teacher of fifty-five students. As a father, it is already difficult enough to take time off, more so than for a mother. I believe it is crucial to allow mothers and fathers the time to spend with a newly born child. I truly believe by allowing this time for family it not only allows for parents to adjust to the new addition of a family member but it instills a sense of family importance to students, staff, and other families. We have gone backwards in a lot of ways in regards to family values, morals and the importance of family. If I wasn't allowed the time to spend with my newly born child, I would not have been able to bond with my child, wife and first child.

Keep families FIRST.

Sincerely,
Mathew Karasek
5665 Omaha Ave N
Oak Park Heights, MN 55082

Catherine Ulmer

1832 Carriage House Circle #1705, Arlington, TX 76011

March 24, 2008 9:51 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My father became critically ill while out of town on vacation in September 2007. My mother called my sisters and me and told us the doctors told her to call the family and get them to Tennessee from Texas immediately, as it did not appear that my father was going to make it. My sisters and I took off and were gone a week. My father pulled through and we came home. Two weeks later, he had a major setback and we were summoned back to Tennessee a second time, as it again appeared as if we were going to lose him. In all, three emergency trips had to be made back to Tennessee. He was in a Tennessee hospital for six weeks before he recovered sufficiently for us to be able to transport him back home to Texas on a medical flight in mid-November. He has been in and out of the hospital several times since then and has since been diagnosed with esophageal cancer and is undergoing radiation treatments. I have had to take off several times to be with my mother at the hospital while my father had surgery, or help out with driving him to cancer treatments, etc. Without the FMLA, my school would have been charged for substitutes in each of these cases. I feel that the changes that President Bush has proposed would unfairly restrict those of us who need to utilize FMLA. Please see to it that this important benefit is left alone!!

Sincerely,
Catherine Ulmer
1832 Carriage House Circle
#1705
Arlington, TX 76011

Charles Moore

P.O. Box 761, Baxter, KY 40806

March 24, 2008 9:34 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

About three years ago my wife had to have an operation. She was in the last stages of endometriosis. Her condition required a five hour long hysterectomy operation. After I brought her home, she could not clean herself or cook (the basic necessities to care of one's self) for nearly six weeks. If I was not protected by the FMLA I would surely have lost my job. I think the FMLA should stay as it is. It saved my livelihood.

Sincerely,
Charles Moore
P.O. Box 761
Baxter, KY 40806

Eric Franzone

376 Raymondskill Road, Milford, PA 18337

March 24, 2008 9:33 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Under the FMLA, I was blessed with the opportunity to take a temporary leave in order to help take care of my first child while my wife recovered from the delivery. I was able to take a paid leave amounting to 20 days which was enough time to support my wife's recovery.

Sincerely,
Eric Franzone
376 Raymondskill Road
Milford, PA 18337

JoAnn Keenan

3528 NE 92nd Street, Seattle, WA 98115

March 24, 2008 9:31 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

It is extremely difficult as a hospital RN and a single parent of a child with asthma to continue on with doing both jobs well. I fear receiving letters of reprimand due to spending time away from work to take my child to an emergency room being a good parent.

No parent, and no child, should be put in this position. We need to raise our children to be healthy and to trust that the government will not allow employers to punish their workers for being responsible parents.

Sincerely,
JoAnn Keenan
3528 NE 92nd Street
Seattle, WA 98115

Boris Dirnbach

6350 Lancaster Ave, Philadelphia, PA 19151

March 24, 2008 9:29 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I'm the Building Union Representative at my school. A young teacher is starting to think of beginning a family. Our contract allows her 6 - 8 weeks of paid maternity leave, so that she can care for her future newborn and recover before returning to teach. Additionally, she can extend this leave of absence without pay up to 120 school days.

This benefit is a boon to society because it allows newborns the benefit of a full time mom (or dad) during the earliest of weeks of their life. Society should not lose this valuable benefit. It's the ultimate family value.

Sincerely,
Boris Dirnbach
6350 Lancaster Ave
Philadelphia, PA 19151

Halima Jabulani

305 W. Swann St., Chicago, IL 60609

March 24, 2008 9:26 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Family Medical Leave was the only way I was able to care for my disabled daughter during a Christmas break when her school was closed. The postal service did everything they could to stop me from having this time off. They stated I was only a sub and had no rights to speak of. They stated they couldn't get help to replace me because I was the help. The union defended me and proved that I was acting within my rights regarding my request. The postal service had to grant me the time off because they were proven wrong. If FMLA had not been in existence I would have either have lost my job or lost my daughter due to negligence.

Thank God for FMLA!

Sincerely,
Halima Jabulani
305 W. Swann St.
Chicago, IL 60609

Laura Pokorny

1447 7th Street, West Babylon, NY 11704

March 24, 2008 9:25 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I had to use an FMLA because I had my gall bladder removed. The FMLA enabled me to keep my health insurance. Also, I was able to be paid because I had enough accrued leave. Not having a paycheck would severely impact my family because it is very expensive to live on Long Island and we could not live here on just my husband's salary. We could not afford our taxes and mortgage, and all the other expenses we have to incur in order to support my family if I could not use the FMLA. I do not understand why life is getting harder and harder, and an unexpected illness puts a tremendous amount of stress on a family. I do not understand why a law that was passed to protect and support people would be changed so that the support is removed or lessened. Obviously, the law was put into effect because the working population needed the protection. Why can't these protections remain so we can continue to support our families especially during a time of need where families are under duress?

Sincerely,
Laura Pokorny
1447 7th Street
West Babylon, NY 11704

Tallene Owen

3305 Raef Road, Amarillo, TX 79108

March 24, 2008 9:08 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am sending you this message in hopes of reconsideration of the FMLA Bill! We as Americans have a need for two people in the family to be working and bringing in money to help support our family! Some of us are not as fortunate as a few others who do not have to work and depend upon one income!! Because of this dilemma in our lives there are circumstances beyond a working man/woman's control who need to be with their families in times of sickness. Without the FMLA we would not have any help in the care of our families!!

My mother has cancer and is very sick! I have really been appreciative of the time I have been able to be with her in the hospital and at home when I have been needed.

I also had a daughter that had a child and there was not a father involved. The FMLA has helped us to be able to hold our family values together and be there for each other in the time of need. Without the FMLA we would be in a world of hurt with our employers!!

Please, help us to be able to keep this wonderful act of love that was put together for American families! We need to stand as a country elbow to elbow as well as with our families!! Please help us!!

Sincerely,
Tallene Owen
3305 Raef Road
Amarillo, TX 79108

Joan Mazelis

228 Fernon Street, Philadelphia, PA 19148

March 24, 2008 9:08 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I and my husband will need this protection when we have a baby! Please don't take it away!

Sincerely,
Joan Mazelis
228 Fernon Street
Philadelphia, PA 19148

Norma Killebrew

P.O. Box 129, Lithia, FL 33547

March 24, 2008 9:05 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Please do not take away the FMLA. I had the opportunity to use family leave in 2005. My mother who is a widow and living about 90 miles away suffered a cardiac arrest while home alone. Fortunately, my aunt lives near my mother and was able to be with her as she was assisted by EMS personnel. My mother was in the ICU for weeks. While there, she contracted MRSA staph infection. All in all, she was hospitalized for two months before being stabilized enough to be transported to an area nursing home close to me. I had to take a three month leave to oversee her care. My aunt was unable to be at the hospital due to her age. I was able to take care of my mom until she finally recovered. It was great to be able to utilize FMLA to continue my health benefits and to receive a check during that time. I do not know what I would have done without that time to take care of her. My mom survived and is now 85 years old. Her physician told me that if I had not able to be there to coordinate her care, she surely would not have survived.

Sincerely,
Norma Killebrew
PO BOX 129
Lithia, FL 33547

Kevin Dehart

4849 Wabash St #18, Metairie, LA 70001

March 24, 2008 9:04 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I would appreciate if you do not make any changes to the FMLA. President Clinton signed this law to protect employees who need to help themselves or a family member in the event an emergency occurs. This act protects a person's job. We don't need it changed to make it more difficult to take time off to be with loved ones who are ill.

Sincerely,
Kevin Dehart
4849 Wabash St
#18
Metairie, LA 70001

Alison Pinsley

94 Oregon Ave., Bronxville, NY 10708

March 24, 2008 8:59 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Both my husband and I have taken advantage of FMLA. My husband had to use it when he fell suddenly at work and severely injured his left knee. He was paid for the full 12 weeks that he was not able to work. I utilized it when I took him to his physical therapy appointments. I had to recently use it again for him when he had further knee surgery, mainly for the date of his surgery and a doctor's appointment. Without his paycheck, we would have been "up the creek" so to speak. I also used it for myself when I had to have surgery on my shoulder, and was unable to work or to drive for 6 weeks.

Sincerely,
Alison Pinsley
94 Oregon Ave.
Bronxville, NY 10708

Neletta Fredelake

2215 W 60th St North, Wichita, KS 67204

March 24, 2008 8:49 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My husband is still on medical leave after having an inguinal hernia repair. That does not sound like a big deal, which is not in the normal individual. He has a history of deep vein thrombosis with damage to the valves in his leg that requires he wear a support stocking. He also is on a high dose of anticoagulant. The normal recovery time for this type of surgery is six weeks. Because he cannot walk as much as is necessary to prevent complications, his "bad" leg became more weak and he required physical therapy to resolve that complication. He has been off of work since Dec 22nd, a waiting period for an opening to occur for his surgery on Jan 18th. Even though he has worked for 28 years, we would have been in financial crises if he had not had the medical leave.

Sincerely,
Neletta Fredelake
2215 W 60th St North
Wichita, KS 67204

Kenneth Kish

3557 Dill Drive , West Branch, MI 48661

March 24, 2008 8:48 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have used FMLA in order to meet the medical needs of my 82 year old mother enabling her to remain healthy and independent.

Sincerely,
Kenneth Kish
3557 Dill Drive
West Branch, MI 48661

Wilma Dulin

8588 Tieton Drive, Yakima, WA 98908

March 24, 2008 8:40 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

As the daughter of aging parents Family Leave has been crucial to my being able to help care for my father during the last five months of his life when he had cancer and we were able to keep him at home and during my mother's recent bout of shingles in her eyes that necessitated that we stay with her for over three weeks. My siblings and I have been able to use our leave sparingly, but importantly to provide our parents with a quality of life that isn't imaginable without our help. This is also much less expensive for society as a whole. I strongly urge you to protect the family leave rights as they are. Our country needs for us to take care of each other to raise the next generation to care for their families. Without leave few of us could afford to choose both our families and our work - we would be forced one way or another and neither is good for this country's soul or economy.

Sincerely,
Wilma Dulin
8588 Tieton Drive
Yakima, WA 98908

Alethea Patterson

9704 Mather Ave NE, Albuquerque, NM 87112

March 24, 2008 8:38 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am writing to let you know about the importance of the FMLA and the protections that it gives to workers. I am a 33 year old mother of two boys (ages 3 and 7). I used FMLA leave after the birth of both of my children. The leave was unpaid, but at least I was guaranteed a job when I was able to return to work. I am also married to a wonderful man who suffers from degenerative disk disease. He has undergone three major back surgeries. For his first two surgeries I was not able to take any time off from work due to the fact that I was the only bread winner for my family and any time off would have been unpaid. Neither of the first two back fusion surgeries that my husband went through were successful. I think this is partially due to the fact that he did not have an opportunity to recuperate from his surgeries before he was forced to fend for himself while I worked. For my husband's last back surgery we saved up enough money so I could use FMLA leave to take four weeks off and care for my husband and our two boys. Thanks to the FMLA leave, my husband finally had an opportunity to recuperate from a major surgery without having to fend for himself. I was able to take care of him in his time of need, and I think this is partially the reason that his third surgery was the most successful.

As an American I am proud of my country, but very saddened by its current state. A law that does nothing but guarantee workers the right to take unpaid time off for medical emergencies is simply ensuring that those of us who have to deal with family medical emergencies have some small protection for the jobs our lives depend on. When the powers that be see fit to begin eroding this very basic protection it demonstrates a level of disregard for the well-being of the citizens of this country that I find alarming and disgusting. I pray that anyone who reads this letter will never need to use FMLA leave for themselves or their family. However if they do, I sincerely hope that the DOL has not eroded this act to the point that the leave is no longer available.

Sincerely,
Alethea Patterson
9704 Mather Ave NE
Albuquerque, NM 87112

Bruce Fraley

2965 Nantucket Dr, Willoughby, OH 44094

March 24, 2008 8:30 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have used the FMLA Act to help care for my mother for 9 months who was dying of cancer.
Without this law and protection, I would not have been able to do this, and instead, she would
have been placed in a nursing home. KEEP THIS LAW INTACT!!!!!!

Thank you,

Bruce Fraley

Sincerely,
Bruce Fraley
2965 Nantucket Dr
Willoughby, OH 44094

Linda Kegler

8 Autumn Ridge, Windham, CT 06280

March 24, 2008 8:28 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I used the FMLA during the time that I was a care giver for my mom. She was blind and lived with us. My sister had just died of diabetic complications at the age of forty-four, and my mom's diabetes had taken her sight which caused other side effects similar to Alzheimer's disease. Her mind was not ready to accept being totally blind. I had to take time off without pay and insurance in order to set up home health care for my mother. If I could not have taken the FMLA leave I would have been without a job. It is hard enough going through a hardship of someone being sick or not well.

Sincerely,
Linda Kegler
8 Autumn Ridge
Windham, CT 06280

Florence Weintraub

75 Prospect Park SW, Apt. D-9, Brooklyn, NY 11215

March 24, 2008 8:21 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Those of you who work at the DOL earn your salaries from public funds. How, and why, did you allow yourself to become the enemy of ordinary working Americans? What happened to your sense of fairness, and compassion? Why are you trying to pass punitive measures to make it harder for people to care for themselves and their families?

Sincerely,
Florence Weintraub
75 Prospect Park SW
Apt. D-9
Brooklyn, NY 11215

Lois Nokleby

2801 265th St. E., Randolph, MN 55065

March 24, 2008 8:19 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

FMLA leave helped me take better care of my children by allowing me time off at their births. Taking part in their school activities, such as conferences, classroom programs for Mother's Day, show and tell, birthday parties are all part of what builds and deepens relationships between parents and their children. Without the protection and assurance of FMLA AS IT IS, you will be tearing down that basic need and positive building block to effective and responsible citizenship.

Sincerely,
Lois Nokleby
2801 265th St. E.
Randolph, MN 55065

Warnell Henderson

2330 Stevens, Elkhart, IN 46517

March 24, 2008 8:18 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

In March 2000 my mother was diagnosed with cancer. My mother lived alone and had very little income. After talking with her doctor informing him that my mom had a home and someone to care for her needs, I moved my mother into our home on Mothers Day. I put in and received FMLA to care for my mother "my friend" who needed round the clock care. I continued to receive my pay the entire time I was off from work. I needed the pay check to continue with daily needs. My husband is disabled and he is on a fixed income so cutting out my paycheck would have been devastating to my family. My husband and I made sure mom was comfortable. I shared the last days of my mother's life doing what she has always done for me. I'm truly thankful for FMLA. I would have lost my job because I would have to choose between family and a paycheck.

Sincerely,
Warnell Henderson
2330 Stevens
Elkhart, IN 46517

Dante Manfredi

3 Woodland Court, Middle Island, NY 11953

March 24, 2008 8:11 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I found out that OUR adopted child from Guatemala finally arrived after five and half months of paperwork! My partner and I flew immediately to Guatemala to pick her up. On March 10, 1995 we returned home with our newborn. March was fantastic- except for that tragedy that occurred with the Oklahoma Bombing. And you wonder why we want to stay home with the kids to protect them? From March until August, our baby had either parent with her 24/7 just the way a baby should be raised by her parents! She starts high school in September and the boys are already eyeing her! We are headed for trouble; she wants to be a ROCKETTE! MAMA MIA!

Sincerely,
Dante Manfredi
3 Woodland Court
Middle Island, NY 11953

Grace Pruim

6056 S. Rutherford, Chicago, IL 60638

March 24, 2008 8:02 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Four years ago, I used the FMLA to stay home with my newborn daughter. I was able to stay home with her for an extended period of time because I accrued enough days to be paid throughout my entire time home. My daughter became ill and I would not have been able to pay for the doctor's visits or for the special formula and medication that she needed if I was not paid throughout the entire length of my leave. Please do not make parents have to choose between work and caring for their children or for those who are caring for loved ones, to have to make that decision to not be able to care of their parents who had once taken care of them. Put yourself in that position, think about how you would feel if you could not care for your child or ill parents. How would you feel if someone took that right away from you? Think about how you would feel if no one could take care of you when you need to be cared for. It's not a great feeling!

Sincerely,
Grace Pruim
6056 S. Rutherford
Chicago, IL 60638

Tanya Cherry

9790 SW 158 Street, miami, FL 33157

March 24, 2008 8:00 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

IF IT WASNT FOR FLMA

MY KIDS WOULD NOT KNOW ME!!!

MOTHER WOULD HAVE DIED WITHOUT HER THE CARE OF HER LOVED ONES!!!

I WOULD NOT HAVE RECOVERED AS WELL AS I DID WHEN MY MOTHER DIED BEING THE ONLY CHILD AND HAVING TO DEAL WITH ALL THE PRESURES OF DOING EVERYTHING!!!

Please we need it to protect our jobs and our families.

Sincerely,
Tanya Cherry
9790 SW 158 Street
Miami, FL 33157

Susan Pignato

2045 NW 86 Way, Coral Springs, FL 33071

March 24, 2008 7:57 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Not all workers have sick leave nor are they sure they will have a job to come back to if they or an immediate family member falls ill. Although I have not personally needed to use FMLA, I sit on the Sick Leave Bank for my union and have seen first hand how FMLA has helped those who were too ill to go to work.

FMLA is an excellent program. I hope that you will not weaken it or "tweak" it. Working Americans need this assistance. It's time to stop attacking the middle class before there is no more middle class.

Sincerely,
Susan Pignato
2045 NW 86 way
Coral Springs, FL 33071

Jeffrey Marion

49 Terrapin Trail, Mansfield, TX 76063

March 24, 2008 7:57 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I would like to share a story with you as to how important the Family Medical Leave Act was for me when my brother came down with a case of strep-throat. Thinking that this was just a bad cold that any average person would just have to suffer through until he/she got better, we had no idea how seriously ill my brother was. In just two days, he was rushed to the emergency room and placed in ICU due to high fever and total organ failure. After a week of not knowing if he would survive, the doctors eventually had to amputate both of his arms and legs up to his torso. Miraculously, he survived the 109 degree temperatures and the amputation surgeries. We couldn't believe our eyes. Sadly, he never was able to return home to recover. He would get moved out of ICU and placed in a regular hospital room, but someone had to stay with him during the day and night because his nurses couldn't be with him all the time. He had to be suctioned, given water, his face wiped, etc every minute or so. Therefore, I had to stay with him as often as possible to insure that he was cared for properly. Had I not had the opportunity to use the FMLA, the last months of my brother's life would have been 100 times worse than what it already was. He couldn't speak, couldn't notify nurses if he needed anything (remember, he had no arms and he had a tracheotomy), so it was vital that someone be with him. Do not hurt working class families. Keep FMLA exactly as it is!!

Sincerely,
Jeffrey Marion
49 Terrapin Trail
Mansfield, TX 76063

Jean Tapke

4378 Middle Cheshire Road, Canandaigua, NY 14424

March 24, 2008 7:55 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My daughter recently had her first baby, and my first grandbaby. She is on FMLA, and it is wonderful. She has time to recover from a 4 day labor, fluids, back pain, and a spinal tap. It is necessary for the time.

Sincerely,
Jean Tapke
4378 Middle Cheshire Road
Canandaigua, NY 14424

Deborah Siegelaub

4922 NW 81 Avenue, Coral Springs, FL 33067

March 24, 2008 7:49 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Do not change existing Family Medical Leave Act (FMLA) regulations.

Sincerely,
Deborah Siegelaub
4922 NW 81 Avenue
Coral Springs, FL 33067

Bettie Hunt-Aycox

934 E. Phil-Ellena Street, Philadelphia, PA 19150

March 24, 2008 7:47 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Changing the FMLA Act would put my family in times of peril. My mother is 83 years old and a widow. I am the only one in the family to provide her the emergency care when she needs it. With the FMLA, I can provide the transportation to the doctor or hospital. I can administer her medication, prepare her meals and provide the daily hygiene care from the time she wakes up until she retires for the evening. My mother needs me and I need to be there when now that it's her turn to receive care.

I need my teaching position of employment. Without the FMLA, the amount of unexcused absence and personal days will give reason for termination as a professional in the field of education. Do you want this to happen to those who pay taxes, able to afford their home and vote at every election? It is tough enough to forgo days of NO PAY.

Any change to the current system will create a ripple effect of another 21st century Depression.

Sincerely,
Bettie Hunt-Aycox
934 E. Phil-Ellena Street
Philadelphia, PA 19150

Marsha Garcia

1665 Cliffs Landing, Ypsilanti, MI 48198

March 24, 2008 7:45 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My grown daughter has schizophrenia. She is able to work and function with medication. She had a relapse and needed eleven weeks to regulate a new medication. She was able to keep her housing and job because of FMLA. Stress often can exacerbate her illness. Her job security and income let her recuperate more easily. I would hate to see this safeguard altered. My daughter is an actively participating member of society directly due to this legislation.

Sincerely,
Marsha Garcia
1665 Cliffs Landing
Ypsilanti, MI 48198

Juanyetta Harris

190-B Davey Street, Bloomfield, NJ 07003

March 24, 2008 7:34 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

If the FMLA act is withdrawn, it will leave poor to middle class laborers like me without a sense of security. I am not a parent yet, but I am looking forward to becoming a parent and with my salary I will not be able to afford it. Please do not do this to those that work and help care for you in the hospitals, teach your children, and clean your homes.

Sincerely,
Juanyetta Harris
190-B Davey Street
Bloomfield, NJ 07003

Karen Meyer

863 134th St. Ct. S., Tacoma, WA 98444

March 24, 2008 7:15 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I needed and used FMLA the first or second year at my current job. We are allowed 12 sick days a year. I had not accumulated that many and needed surgery. The FMLA allowed me to keep my job.

Sincerely,
Karen Meyer
863 134th St. Ct. S.
Tacoma, WA 98444

Douglas Imbergamo

97 Ranch Lane, Levittown, NY 11756

March 24, 2008 7:13 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

It is unfathomable to even contemplate making it more difficult for those needing it to not be able to avail themselves of the FMLA. People who need to take advantage of the act have enough to worry about taking care of newborn, sick, or terminally ill family members without fear of losing their employment and income. Every American should be outraged at President Bush's proposal to make it more difficult for us to utilize FMLA. As the average American lives longer, we are prone to illness and disease. Allow those suffering to maintain some comfort in knowing that their families will be able to provide them, in their waning moment of life, with the care and companionship everyone deserves, without fear of putting family members in the predicament of choosing between caring for a loved one or losing their job. Try to put yourselves in their shoes. Someday you will have to confront these issues in your own lives. Please show some compassion and leave the FMLA intact in its present form for those of us who are "trying to do the right thing".

Sincerely,
Douglas Imbergamo
97 Ranch Lane
Levittown, NY 11756

Anna Santia

19976 Vine, Macomb Township, MI 48044-4804

March 24, 2008 7:10 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I used family leave to take care of my two daughters when they were newborns. If I didn't have FMLA, I would not have received pay or benefits during this time. My job could have possibly been in jeopardy as well. If I miss a paycheck my family could be in great need. If I have accrued enough time I should be able to use it. Also, more frequent medical visits mean more copays and money out of my pocket.

Sincerely,
Anna Santia
19976 Vine
Macomb Township, MI 48044-4804

Lynn Robinson

39 Gordon Lane, Erdenheim, PA 19038

March 24, 2008 7:07 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am a public school teacher. When my father died, I was on a half-year study sabbatical. I did not use FMLA at that time, but would have had to. I know that if my mother becomes ill before I retire, I will have to help take care of her. Without FMLA I will have to resign. There's no way I can let a family member down and I would not be able to focus on my work at a time like that anyway. That's realistic.

Sincerely,
Lynn Robinson
39 Gordon Lane
Erdenheim, PA 19038

Janie Lyle

30452 10th Avenue South, Federal Way, WA 98003

March 24, 2008 7:06 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My daughter was involved in an accident a year ago and if it had not been for the FMLA I do not know what I would have done.

My husband, a year before that, had an infection in his foot suddenly race up his leg. I was able to take off and get him to a hospital and my ability to do this saved his life.

I was paid for the two weeks it took to make him well. We are not rich. In fact we live from paycheck to paycheck. The FMLA is a lifesaver.

Do not change one thing about it!

Sincerely,
Janie Lyle
30452 10th Avenue South
Federal Way, WA 98003

Tomas Rodriguez

8503 Rockwood Lane, Austin, TX 78757

March 24, 2008 7:04 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Twenty four years ago my son was born. There was no Family Medical Leave Act. I was forced to stay out of the work place for over a year... that means no taxes and even more, that meant that the only other option was to leave Michael with a care-giver we would not be able to depend on.

That is no way to support family values in the U.S. I hope you agree that we are capable of being better than that!

Sincerely,
Tomas Rodriguez
8503 Rockwood lane
Austin, TX 78757

Donald Nobles

7-24 166 Street, Beechhurst, NY 11357

March 24, 2008 6:59 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

As the school union leader I arranged for a member to receive the benefits when she was unable
due to critical illness.

Sincerely,
Donald Nobles
7-24 166 Street
Beechhurst, NY 11357

Willy Krebbers

P.O. Box 1757, Idyllwild, CA 92549

March 24, 2008 6:59 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I took a leave of absence obviated by my mother's Alzheimer's disease. The FMLA allowed me to request a leave of absence from my job without incurring any negatives such as not having a job to return to. The real value came upon my return when I heard that the director of Human Resources told a peer, "You don't need to take a leave, there will be a job upon your return." This person became unemployed upon his return.

Sincerely,
Willy Krebbers
P.O. Box 1757
Idyllwild, CA 92549

Kimberly Howell-Martin

4594 Barnacle Drive, Port Orange, FL 32127

March 24, 2008 6:55 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have been extremely fortunate not to have to use FMLA during my tenure as a teacher. I give daily thanks that I haven't had to use it. I have, however, had co-workers and friends who have had to use it due to family and personal illnesses and injuries and would hate to think of any of them not being able to be with their family members because they would be afraid of losing pay or their jobs. Please keep FMLA as easy and available to use for America's workers as it is now. We need to know that the government who claims value us will show us how much we are valued.

Sincerely,
Kimberly Howell-Martin
4594 Barnacle Drive
Port Orange, FL 32127

Elizabeth Darovic

33501 Cedar Creek Lane, Lake Elsinore, CA 92532

March 24, 2008 6:45 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

It is a curiosity that the US, as a so-called civilization is looking to roll back FMLA. Much of the rest of the modern world are already baffled by our short vacation leaves, relative to those on Europe, in general. While Scandinavian countries allow women years-long maternity leaves at full salary, we in the U.S. are allotted a measly six weeks if we are lucky, and that time may well not be paid and usually isn't. I am a tenured teacher who had a baby in 2006. I had my six-week leave, some of which was paid at full pay, the majority at reduced pay. Leaving my infant son in day care at six weeks was brutal. While European countries have the not-particularly-outrageous notion that a well-tended baby grows up to be a better and more productive citizen, we in the U.S. just keep moving everyone along that lousy assembly line. We have no thought to the future. Is it any wonder that our society is in the poor state it is? We can look at many third world examples of nations who don't care for the well-being of their citizens. The results: acute poverty, high crime and low education rates. How far away from those statistics are we?

Sincerely,
Elizabeth Darovic
33501 Cedar Creek Lane
Lake Elsinore, CA 92532

Cheryl Shoemaker

4301 N Bellaire Ave, Kansas City, MO 64117

March 24, 2008 6:45 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I do not know what I would have done with FMLA during a time when I suffered from a back injury. I was off work for a time of 6 weeks. I was able to return to work full time after physical therapy. I would not have been able to do this if FMLA were not available!!!

Any restraint on the use of FMLA would be injurious to many people like me that would have lost their jobs/income because of an extended period of time off.

Sincerely,
Cheryl Shoemaker
4301 N Bellaire Ave
Kansas City, MO 64117

Nirmala Pandian

17 Maurepas, Kenner, LA 70065

March 24, 2008 6:44 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

This is a given for family values. Why would the republicans oppose it?

Sincerely,
Nirmala Pandian
17 Maurepas
Kenner, LA 70065

Steve Christiansen

Triton College 2000 5th Avenue, River Grove, IL 60171

March 24, 2008 6:42 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I hope that the government which is for the people and by the people remembers to take care of the people. My dad was recently diagnosed with a form of lung cancer. It is my hope that if I were to enact my rights through the Family Medical Leave Act that I would be able to support the man who has done nothing but support me for my entire life. He gave himself to his country by way of the Navy and quite frankly I think he's earned this right back.

Sincerely,
Steve Christiansen
Triton College
2000 5th Avenue
River Grove, IL 60171

Cathy Shanley

6022 W Wellington, Chicago, IL 60634

March 24, 2008 6:37 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My husband has terminal lung cancer. I will probably need to take an FMLA leave sooner or later. If I cannot get the leave when I need it, I will lose everything. Please do not make it more difficult or more costly to get the leave. Thank you.

Sincerely,
Cathy Shanley
6022 W Wellington
Chicago, IL 60634

Zelda Lewis

818 Milan Avenue, Joliet, IL 60433

March 24, 2008 6:36 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am a teacher and right before the school year started this past year I was told by my doctor that that I needed surgery and it had to be done at that time which was 5 days before school started in August. I was able to get the surgery completed before school started; however, FMLA was an invaluable asset to me to have for my recovery.

FMLA is an essential benefit for all workers as it protects your insurance coverage and your job during these unpredictable, unexpected and traumatic emergencies. We need this protection so that we have a job and insurance to come back to and one less worry during these trying times.

Sincerely,
Zelda Lewis
818 Milan Avenue
Joliet, IL 60433

Vance Nelson

466 S. 3rd St., Pembina, ND 58271

March 24, 2008 6:33 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am now retired, and most of my adult life I was employed as a worker of State Government. It was extremely important to me to have Family Medical Leave benefits throughout my SERVICE as a State Government employee in two different states, especially at the time that my father was seriously ill. Family Medical Leave enabled me to be with him for many days over and above my annual leave, prior to his death. He was located in a nursing home in another state from the one in which I lived at the time, a distance of more than 800 miles from my place of residence.

Family Medical Leave is among the CRITICAL benefits of the labor force in this country, and I sincerely hope that the DOL efforts to change the current status which will take such benefits away will not now, or ever, be approved.

Sincerely,
Vance Nelson
466 S. 3rd St.
Pembina, ND 58271

Todd Smeltz

150 Long Road, Lykens, PA 17048

March 24, 2008 6:32 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My wife and I used FMLA to allow us to care for our children so they didn't have to go into a daycare setting before they were ready. It is a well-known fact that children who go into a daycare setting too soon are prone to more illnesses, which can in turn set back their development and affect their ability to fight germs and build up their immunities. FMLA also allowed my wife to utilize more of her paid sick leave, which also allowed us the time we needed to care for our children until they were ready for a daycare setting.

Please don't make it harder for workers to utilize FMLA. Workers in this country deserve the benefits of FMLA without more worries related to the stressed health-care system.

Sincerely,
Todd Smeltz
150 Long Road
Lynken, PA 17048

Wretha Thomas

2616 South Loop, Apt W 425, Houston, TX 77047

March 24, 2008 6:26 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

FMLA is a tool that is needed for the working man and woman of America. My sister who is raising her six year old grandson that has a brain tumor has been able to take time off from work to be with him. Because of FMLA, my sister is able to take her grandson back and forth to the doctor for twelve weeks with the peace of mind that her job will be there once she returns. Please do not change FMLA!!

Sincerely,
Wretha Thomas
2616 South Loop, Apt. W425
Houston, TX 77047

Dawn Peragallo

115 East Kings Highway, Apt. 318, Maple Shade, NJ 08052

March 24, 2008 6:21 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I did use FMLA when I had my daughter two years ago and without it I would not have been able to stay home and care for her at such a crucial time in her life!

Shortly after having my daughter, I was diagnosed with MS. While I have not have had life threatening symptoms, I have had to take some time off from work for neurologically related symptoms. Should it come to a time where I should ever have to take an extended amount of time for this illness, I will depend on FMLA to help me support my daughter since I am a single mother.

Please do not make my life any more difficult than it has already been!

Sincerely,
Dawn Peragallo
115 East Kings Highway
Apt. 318
Maple Shade, NJ 08052

Hugh Spoljaric

24 Brook Road, Saugerties, NY 12477

March 24, 2008 6:07 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

As a longtime President of a large local (1500 members), I have advised countless numbers of members during times of extraordinary family incidents – premature and complicated births, terminal illnesses, catastrophic illness in the family, and care of aging parents. FMLA allows for continuity of life during these times of stressful disruption.

The law should address the impact on small businesses, but, in no way, should a law that supports how we care for our own be diluted. Keep the values that we share as a people paramount to any self-interest grounded in the value of money. Let's realize the real bottom line of this issue.

Sincerely,
Hugh Spoljaric
President Emertis
Kingston Teachers' Federation, #781
24 Brook Road
Saugerties, NY 12477

Rebecca Morche'

49717 Cross St., Belleville, MI 48111

March 24, 2008 6:04 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

The current laws of our country make it nearly impossible for a working woman to have a child.

The proposed changes would make it even harder and the individual employers would surely (as they always do) error on the side of their personal profit margin. Few, if any employers would allow use of the time needed for medical leave under the new proposed changes to this law.

Somebody has to stop this craziness. I am tired of hoping and praying for compassion and basic humanity to show their heads in our current body of government. **DO NOT ALLOW THESE CHANGES TO BE MADE!!!**

Sincerely,
Rebecca Morche'
49717 Cross St.
Belleville, MI 48111

Zeph Capo

1003 W 31 Street, Houston, TX 77018

March 24, 2008 5:56 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Just a few years ago my mother was diagnosed with multiple myeloma (cancer of the plasma cells) at the age of forty-seven. A second opinion confirmed the diagnosis, which prompted me to bring her to Houston for treatment. Her doctor recommended a bone marrow transplant. The process required daily hospital visits of up to three times per day. Furthermore, it required twenty-four hour monitoring and very careful containment of germs and bacteria consistent with treating individuals with a suppressed immune system.

It would not have been possible to provide care by a family member without FMLA coverage. Without FMLA our family would have faced the possibility of insolvency as a result of either the cost of professional care or the loss of employment.

I urge you to reconsider any recommendations that make the process of providing family leave more difficult for hard-working Americans at the most vulnerable time of their lives.

Sincerely,
Zeph Capo
1003 W 31 Street
Houston, TX 77018

Christina Chapman

163 Anna Farm Road, North Stonington, CT 06359

March 24, 2008 5:50 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have been ill on and off with complications of Lyme's disease. Thanks to the FMLA Law, I was able to take the necessary time off and go back to work full duty. I also work as a nurse with fellow nurses that have their spouses or child disabled and these nurses have needed to take time off using the intermittent FMLA. It works and humane.

Sincerely,
Christina Chapman
163 Anna Farm Road
North Stonington, CT 06359

Barbara Taylor

22907 Richton Square Road, Richton Park, IL 60471

March 24, 2008 5:39 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

It is impossible to know ahead when and if a close family member will suddenly become seriously ill. What a comfort it is to know that I could be there to take time away from my job to care for my ill child, parent, or spouse without the fear that I could lose my job. Please do not change the FMLA.

Sincerely,
Barbara Taylor
22907 Richton Square Road
Richton Park, IL 60471

Hector Orozco

2316 East Avenue H. Apt. 1616, Grand Prairie, TX 75050

March 24, 2008 5:38 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

At the beginning of February 2008, I cut my tongue while eating. The next day I cut my tongue in the same place. In the place where the wound appeared a nodule (tumor) started to grow slowly. At the beginning I thought it would disappear without doing anything, but it didn't stop growing. Two weeks before spring break I could not talk or eat solid food and I went to the doctor who told me that I needed surgery in my tongue. I asked for FMLA leave of absence and I used 2 weeks to have my surgery and recover. These 2 weeks were paid. Thanks to God the tumor was benign and now I am feeling great, working and serving my students as always. I think the FMLA is a great right THAT WE HAVE TO PROTECT, please don't make it harder for us to use it.

Thank you very much.

Sincerely,
Hector Orozco
2316 East Avenue H.
Apt. 1616
Grand Prairie, TX 75050

Dianne Fiedler

8716 S Utica, Evergreen Park, IL 60805

March 24, 2008 5:36 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

The FMLA should not be altered to make life's challenges any more difficult than they can be. With the baby boomers becoming senior citizens it will be up to their offspring to be responsible for caring for them, while raising their own children.

I wish this was in effect when my youngest premature baby was born. It would have made our lives a lot easier to contend with rather than the threat of dismissal that I got.

This was put into place to make life easier. Leave it alone.

Sincerely,
Dianne Fiedler
8716 S Utica
Evergreen Park, IL 60805

Michael Boraczek

800 Pelhamdale Avenue, New Rochelle, NY 10801

March 24, 2008 5:33 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Stop attacking American workers and support the Family Medical Leave Act. Shame on anyone
who disregards the needs of our people!

Sincerely,
Michael Boraczek
800 Pelhamdale Avenue
New Rochelle, NY 10801

Lori Serb

509 S. Race Street, Urbana, IL 61801

March 24, 2008 5:33 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am a staff member of the Graduate Employees' Organization. I work with Graduate Students who are employed by UIUC. Many of those students earn less than \$14,000 a year employed by the University. Because they must maintain a full time student status in order to get a tuition waiver they do much more work than they get paid for during that year.

Countless personal stories from struggling students make it very obvious to me that the FMLA leave has been crucial in getting students and their families through emergency times of illness, and assisted in provide long-term care for a loved one as students struggle to stay on top of their academic responsibilities.

Don't cut FMLA--expand and improve it.

Sincerely,
Lori Serb
509 S. Race Street
Urbana, IL 61801

Catherine Cotter Brady

10828 S Hamlin, Chicago, IL 60655

March 24, 2008 5:32 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

After my father died suddenly, my mother did not handle it well and ended up being hospitalized for 17 days. I do not think I could have survived without the FMLA. I also am expecting twins and hope to take advantage of it again soon.

Sincerely,
Catherine Cotter Brady
10828 S Hamlin
Chicago, IL 60655

Joyce Cheeves Whitney

5723 Lake Cove, San Antonio, TX 78222

March 24, 2008 5:25 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

About four years ago, my brother's wife fell down a flight of stairs and shattered her thigh. It took many months of loving care by my brother to nurse her back to health. Today she is healed and has become a Physician's Assistant. My brother is a fireman and he was able to use the family leave program to be able to get the time off he needed, when he needed it most. It is a wonderful law used in the correct manner.

Sincerely,
Joyce Cheeves Whitney
5723 Lake Cove
San Antonio, TX 78222

Andrew Foertsch

125 20 Ave S.E., St. Petersburg, FL 33705

March 24, 2008 5:21 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have used sick leave more to help my spouse than for myself. She has Parkinson's disease and is unable to drive herself to medical appointments, so it is often necessary for me to take some time to drive her when the appointments can't be scheduled after work hours. In addition, I will need to take some time for surgery which is necessary in order to allow me to move freely again as I am disabled myself, at present. In a world where every country in Western Europe and many in Eastern Europe offer FMLA to workers it should be unthinkable that this administration should even consider the idea of cutting back. American productivity is the highest in the world yet our benefits are gradually being diminished by corporate greed.

Sincerely,
Andrew Foertsch
125 20 Ave S.E.
St. Petersburg, FL 33705

Carla Meertens

370 Fountain Ave, Brooklyn, NY 11208

March 24, 2008 5:14 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

As an educator, maternity leave is limited to six to eight weeks to care for a newborn, which is not enough time to feel comfortable leaving an infant in the care of strangers, such as a day care center. With FMLA, I was able to spend more time at home to care for my premature newborn. It proved to be very valuable because I was able to give her the critical one-on-one attention she needed for her first weeks of life. Even though it was difficult to leave her, I felt more at ease because she was older when I had to leave her in day care.

Sincerely,
Carla Meertens
370 Fountain Ave
Brooklyn, NY 11208

Sheila Sullivan

170 Geer Road, Lebanon, CT 06249

March 24, 2008 5:11 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Through no fault of my own, I was out on sick leave for five months, having been diagnosed with lung disease attributed to my working in a sick building. Luckily, I had accrued a good amount of sick and vacation time; however, when that ran out, while in my waiting period for surgery, there was a short period of time for which I would have not received any compensation. In addition, my husband is retired and on a fixed income. Thank goodness for FMLA time; it helped us get through this difficult period.

Sincerely,
Sheila Sullivan
170 Geer Rd
Lebanon, CT 06249

Amy Caulfield

417 Gloucester, Costa Mesa, CA 92627

March 24, 2008 4:58 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I used the FMLA after the birth of both my daughters in order to extend my leave and return to work when they were four months old.

This was an incredibly crucial time for my children as any pediatrician will tell you and it allowed me to not only provide my girls with extra love and security in their newly born lives, but to return to the work place as a more functional and effective participant, less worried about my children and able to focus on the needs of my students in the classroom.

Please don't deprive future mothers and children this opportunity. Altering or eliminating the FMLA would be an unacceptably cruel and hypocritical move in a society that claims to have family values.

Sincerely,
Amy Caulfield
417 Gloucester
Costa Mesa, CA 92627

Michael Beasley

3555 Meadow Grove Trail, Ann Arbor, MI 48108

March 24, 2008 4:57 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have needed to use FMLA twice in the last five years. Once, when I had a nearly fatal heart attack and needed the full sixty days to recover in order to be able to return to work. Secondly, when my father lay in a coma across the country and I needed to leave work immediately and go to his bedside. Both cases, without FMLA, would have left me without pay and would have been a catalyst for me not being able to pay my monthly debts. The end result would be loss of work/income and the loss of home and all connected with the poverty resulting. This also would have meant my own health would have been compromised. I could have ended up on public assistance for who knows how long. FMLA is the difference between me being able to get well and continue to be a contributing member of the U.S. economy. I know I am but one of millions of people with experiences like my own.

Sincerely,
Michael Beasley
3555 Meadow Grove Trail
Ann Arbor, MI 48108

Janice Evansd

6802 Meadow Road, North Richland Hills, TX 76180

March 24, 2008 4:57 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My daughter is taking FMLA now due to a new baby and it has been the best thing for her and the baby. She is not paid for her leave, but she feels that the time spent bonding with the baby and having the time to make sure her health is doing well is worth the reduced income. She does need to return to work so she needs to know her job will be there for her when she returns. The baby has been sick and there have been extra doctor visits so she would have been out of work anyway.

Sincerely,
Janice Evansd
6802 Meadow Road
North Richland Hills, TX 76180

Jennifer Formoso

3419 Suter St., Oakland, CA 94602

March 24, 2008 4:49 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I was diagnosed with epilepsy at sixteen. I went to school and work continually from the time of diagnoses until I was twenty-six. By the time I was twenty-five I was having multiple seizures in a day. I was also going into status epileptics regularly.

The doctors started having me tested to go through neurosurgery as a possible option. Due to family medical leave, I was able to leave work for about a month to go through testing which was necessary to determine whether I was able to have neurosurgery. I held my insurance, my job, and my pay because of the family medical leave act, without which the U.S. government would have been paying for the surgery or I would not have had the test.

A year later I was having many more seizures hundreds in a day and due to the testing done the year before I once again went on family medical leave act. This enabled me to go through neurosurgery (where a ganglioglioma tumor was removed). Once again my insurance, my job, and pay during the leave were held through FMLA. Without the Family Medical Leave Act I would not have been able to have the surgery done.

Without the surgery I would either be dead by now or in a continual care home paid for by the U.S. government. Instead, I was able to volunteer through AmeriCorps*VISTA and then go back to school get a masters degree and a teacher's credential. I am now teaching first graders. So, instead of costing the government lots of money I am helping to supply our next generation with educated and able people who will save the government money in the long run.

Why would you consider lowering the FMLA? Would you want to have cursed me to a slow and miserable death? That is what would have happened without the FMLA. I am sure I am one of millions of people whose lives you would be throwing away if you go through with what you are suggesting. Are we of no value?

Sincerely,
Jennifer Formoso
3419 Suter St.
Oakland, CA 94602

Susan Titus

1528 Chateaufort Place, Detroit, MI 48207

March 24, 2008 4:49 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My sister and I are trying to make plans for our ninety-two year old mother who lives in Laguna Woods, California. She has been well for some time, but recently suffered a setback, which has resulted in the need for me and my sister to be there to help her. As I am semi-retired and teaching part time, I was able to arrange time to stay with her by asking colleagues to cover classes for me.

However, my sister, new on a federal government job, has been unable to transfer her previous sick leave from another federal job to FLMA. We both need to share the responsibilities for her care prior to helping her move to assisted living. We cannot manage our mother's care without my sister getting FLMA leave.

In addition to the potential lost wages, both my sister and I have paid for airfare from her home in Chicago and mine in Detroit, as well as other costs (car rentals, etc) to provide care for our mother.

Sincerely,
Susan Titus
1528 Chateaufort Place
Detroit, MI 48207

Cheryl Goode

3608 Poteet Drive # 428, Mesquite, TX 75150

March 24, 2008 4:45 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Sick people need health care...period (especially children).

Sincerely,
Cheryl Goode
3608 Poteet Drive # 428
Mesquite, TX 75150

Janet Wills

223 N. Prospect Avenue, Streamwood, IL 60107

March 24, 2008 4:45 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have used the FMLA for the births of my two children. During that time, my school district continued my healthcare coverage. I was able to use accrued paid sick days for the portion of my leave prior to the birth and through six weeks after the birth. I believe that I would not have been physically capable of teaching my junior high classes if I had to come back after six weeks, something I would have had to do if my healthcare coverage was not taken care of. I would not have been able to pay for necessary medical visits without the continuation of my medical insurance. I believe that it was in everyone's best interest, mine, my newborns, and the students in my classes to allow me time to recuperate, the baby time to get on a more reasonable schedule, and the kids to have a teacher who was not sleep deprived.

Sincerely,
Janet Wills
223 N. Prospect Avenue
Streamwood, IL 60107

Patty Garrett

1755 SE River Glen Ct, Milwaukee, OR 9727

March 24, 2008 4:43 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I used FMLA in 2006 when my father passed away to help care for my mother. She couldn't drive or care for herself. She had a heart attack and stroke shortly after he passed away. She then fell and broke her hip and shoulder. I was constantly getting calls from the hospital, doctor or care facilities. I needed to take time off work to take care of her and her appointments.

Now my husband is ill and I'm signing up for FMLA again to care for my husband. He's not able to drive nor get himself to his doctor appointments. Without the FMLA our household would have absolutely no income at all! People need to be able to work and care for their loved ones.

Sincerely,
Patty Garrett
1755 SE River Glen Ct
Milwaukee, OR 9727

Maribel Benitez

401 N. 11th St., Penitas, TX 78576

March 24, 2008 4:43 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am a public school teacher who had to use FMLA back in 2003. It allowed me to stay at home during a time of serious illness and after that care for my newborn child. I was very worried because my salary is the main source of income and I thought I was not going to be able to provide for my family. When I heard about FMLA I realized that at least I would be getting a little support from my job after I ran out of my paycheck. Getting paid the remaining weeks through FMLA really helped to at least have food on the table. Not having had FMLA would probably have forced me to go on welfare.

Sincerely,
Maribel Benitez
401 N. 11th St.
Penitas, TX 78576

Annette Wong

513 Brookline, Mill Valley, CA 94941

March 24, 2008 4:43 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Family values, as well as simple human decency, requires that the FMLA not be diluted by
unnecessary burdens on workers who wish to avail themselves of this act.

Sincerely,
Annette Wong
513 Brookline
Mill Valley, CA 94941

B.E Meadows

818 Oak Heights , Livingston, TN 38570

March 24, 2008 4:40 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

It is time that someone listens to the worker.

Protect FMLA Rights in the workplace.

Sincerely,
B.E Meadows
818 Oak Heights
Livingston, TN 38570

Arlene Crimi

1443 West 5th Street, Brooklyn, NY 11204

March 24, 2008 4:40 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

We need the FMLA to stay as it is. I take care of my 90 year old mother, and may need to use it very soon. Many of my friends are doing the same with their mothers and fathers. Please do not make it harder for us.

Sincerely,
Arlene Crimi
1443 West 5th Street
Brooklyn, NY 11204

Karen Oxford

2500 New Haven Court, Bedford, TX 76022

March 24, 2008 4:37 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Wow, it saddens me when I hear about the cuts that could possibly take place for the hardworking American!

I just recently took FMLA leave due to cancer. The cancer was found before it had time to reach any lymph nodes. I was one of the lucky! I was in denial that I even had been diagnosed with cancer. Christmas was around the corner and all I could do was think of my children and what I needed to do for them to have a Merry Christmas. My children are 12, 16 and 18. I didn't have it in me to tell them how serious this surgery was. I decided to wait until I had gotten the pathology report back. Even during the preop I questioned the nurse, when the word cancer was used on the preop forms. It wasn't until the morning after the removal of the cancer, I finally accepted the diagnosis. Sounds silly, but until you've been diagnosed with cancer, it's difficult to understand the rollercoaster of emotions one has. It was New Year's Eve morning when I had received the good news. I can not think of a better way to start 2008. If a medical leave had not been available, I would have put off the surgery until school was dismissed for summer. Putting the surgery off until summer would have given the cancer more time to grow, adding to more procedures needed to treat the cancer, increased medical expenses and possibly my life. I wasn't paid for the entire leave, but I knew I had a job waiting for me, when I was well enough to work. If I didn't have that job security, it would have caused devastating financial burdens on my family. Stop playing politics with our lives! Do what's morally right in fixing the system, not what is going to destroy the American family.

Sincerely,
Karen Oxford
2500 New Haven Court
Bedford, TX 76022

Dale Glaze

1847 fm 1753, Denison, TX 75021

March 24, 2008 4:32 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have had to leave several times for funerals of loved ones, parents, friends, relatives etc.
How would the members of the Department of Labor like it if we said no to any of them going to
their husbands, wives, or parents' funeral?

Dale Glaze

Sincerely,
Dale Glaze
1847 fm 1753
Denison, TX 75021

Mary Haas

1397 Downwood Manor, Morgantown, WV 26508

March 24, 2008 4:30 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Unfortunately, I was one of those single women from an older family who had virtually no help and the great need to take care of her mother in her home for six years. I am thankful that my mother had her mental capacity and acted in any way to help me care for her. Still, I had to set the alarm clock for every two hours throughout the night for several years so that she did not wet the bed. I did find some kind people who helped me, but for the most part all I did was go to work and care for my mother. On the weekend I took care of my mother's needs as well. I was physically spent and got very little if any assistance or understanding from those for whom I worked. This is just one of the examples of how women are over worked and taken advantage of by society. I was relatively young when this happened to me and now as I near retirement, I see my colleagues facing similar situations with their older parents. The FLMA is very dear to my concerns because I know from personal experiences what a great relief it can be to a person who is trying as hard as she/he can to be a good role model as an educator and a good child. Everyone is just a fall, accident, or genetic disease away from the need of help. Unfortunately, too many Americans have been fed the lie that you do not ask for help and some few think they are entitled to all of the help or special treatment. If families are important and to be valued and if basic human rights are important and to be valued then any nation that says it is a democracy MUST provide assistance to ALL in times of trouble and they should not need to beg for the right to care for a family.

SHAME ON ANY POLITICIAN who does not support the FMLA.

Sincerely,
Mary Haas
1397 Downwood Manor
Morgantown, WV 26508

PHYLLIS SAN ANGELO

8128 WILD BRIAR DRIVE, SHREVEPORT, LA 71108

March 24, 2008 4:24 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My spouse had a heart attack and I needed to stay with him for medical reasons. FMLA helped with my pay and my employer did not dock me when I ran out of my days. God has truly blessed me with a great company to work for.

Sincerely,
PHYLLIS SAN ANGELO
8128 WILD BRIAR DRIVE
SHREVEPORT, LA 71108

Brandon Roundtree

58 Sayers Avenue Apt # 2, Lansdowne, PA 19050

March 24, 2008 4:22 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I used FMLA time last August to take care of my fiancé' and my newborn child. I really don't know what would have happened if I was unable to take leave because my fiancé had a C-Section and was unable to return to work or care for our child properly. After she had him, she contracted two infections due to giving birth thus prolonging the time that she was out of work. This was the time in which I needed to step up because we did not have the help that we needed. I failed to mention that she was not getting paid at the time because her work was based off of a contract with the school district and that ended the same week my son was born. If I did not have income coming in then we would have not been able to make it while I was out. Not to mention, my son has a digestive condition and needs to see a specialists every 1-2 months. So the need to have my insurance was critical. If I would not have been able to go on medical leave my son or my fiancé would have had proper care. We also would have had to go without necessities that are needed after having a child if I would have been unable to take leave. I said all of that to say this. Workers really rely on the FMLA leave. There is nothing that can protect you from life and all that it has to offer including medical emergencies. But it helps to know that you will have a job to return to and that you will be properly paid if something does happen. Please consider our feelings when making a decision.

Thank You,

Sincerely,
Brandon Roundtree
58 Sayers Avenue
Apt # 2
Lansdowne, PA 19050

Betty Williamschen

16099 Grove Trail, Lakeville, MN 55044

March 24, 2008 4:22 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

A little over a year ago, my 85 year old mother became suddenly and seriously ill while my parents where vacationing in Mazatlan, Mexico. Thanks to the family leave act, I was able to take off the time necessary to fly to Mexico, assist my father while my mother was in the hospital, make arrangements to transport my parents home with me, to get my mother back and into the hospital in Minnesota, AND to care for my father who absolutely fell apart during this process and was not able to care for himself. I do not know what would have happened to my parents if I had not been granted this leave. Most likely, my mother would have passed away in Mexico; I can not begin to think what would have happened to my father if that had happened. I took two weeks off during this acute care time period and over this past year, and I have been freely allowed to take ongoing, additional time to take care of my parents. I am a teacher and it is NEVER easy to be gone from the classroom. However, my parents and their needs come first. The Family Medical Leave act has allowed me to be able to give back to my parents for all the years they cared for me.

Sincerely,
Betty Williamschen
16099 Grove Trail
Lakeville, MN 55044

Andrew Knutton

85 Farmland Road, Warwick, RI 02889

March 24, 2008 4:22 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Please do not make it harder for American workers to use FMLA. I have never taken leave from work. My wife and I are a testament to how hard Americans families work. However, should I ever have unfortunate circumstances in my life or be blessed with a child it would be good to know that the FMLA rights are there.

Sincerely,
Aandrew Knutton
85 Farmland Road
Warwick, RI 02889

Sue DeLong

17 Roosevelt Street, Norwalk, CT 06851

March 24, 2008 4:19 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Two years ago, my husband was diagnosed with prostate cancer. He underwent surgery to remove the cancer. I took a short leave from work using my sick days to care for him both in and out of the hospital when he came home. As a care giver twenty-four hours a day for a week, I was exhausted. Looking back on the care he needed there is no way that I could have worked at this time, came home from work and taken care of his needs. His parents are elderly and could not have helped out as they need care themselves.

Time and time again we are asked to give more and more at work with little regard for our families, yet all presidential candidates speak out on the importance of family and family values.

As our Union President continually reminds us, take care of yourself first, then your family and then your job.

Sincerely,
Sue DeLong
17 Roosevelt Street
Norwalk, CT 06851

Paula Wood-Pasternacki

22633 Carolina, St. Clair Shores, MI 48080

March 24, 2008 4:19 PM

Subject: FMLA

RIN 1215-AB35

I am writing in regards to making the Family Medical Leave Act more difficult to use. I am an mother of two adopted children. I did not give birth; therefore, I could not have maternity leave with pay. Funding an adoption is an expensive endeavor. Without being able to use sick leave that I accrued, I would not have had the time to be present at my son's birth in Texas and remain there until an interstate compact was signed. Also, I traveled to Guatemala to adopt my other son. Without the FMLA, I would not have been able to travel to Guatemala and learn about my son's birth country.

Furthermore, as a new mother, I needed time to bond with my children. My one son left his birth country and had to begin to understand a new language, bond with a new family, and adjust to a different diet.

I work very hard to teach the children in my classroom every day. I am grateful to be a teacher, and a mother. The FMLA allowed me to adjust to successfully fulfilling both these roles.

Sincerely,
Paula Wood-Pasternacki
22633 Carolina
St. Clair Shores, MI 48080

Gary Gaines

132 South Thorngate Drive, Granite City, IL 62040

March 24, 2008 4:16 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My wife had a spinal fusion. She had no insurance to cover home care. If I didn't have FMLA I don't know how I could have taken care of her. My employer does not look on this "family business" as a good excuse for not coming to work.

Sincerely,
Gary Gaines
132 South Thorngate Dr
Granite City, IL 62040

Mary Altieri

9900 Calico Court, Estero, FL 33928

March 24, 2008 4:16 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am so grateful to have the option to take time for a family medical emergency if I need to. In thirty years, I have not ever had to use this wonderful benefit. Many of my relatives and friends have needed it, used it, and had the stress of a family crisis remarkably reduced because it existed in a user friendly mode.

I am unaware of any family member or close friend who ever abused this necessary benefit. One cannot deal with leukemia, breast cancer, prostate cancer, or heart attacks from a teacher's desk. Please do not change this benefit.

Sincerely,
Mary Altieri
9900 Calico Court
Estero, FL 33928

Wilbert Radtke

10431 Uplander Street NW, Coon Rapids, MN 55433

March 24, 2008 4:16 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Please do not consider changing the Family Medical Leave Act (FMLA) because it was quite helpful for the birth of our children. It is also nice to know that I could use it for a serious illness that has stricken my family or myself. Changing this act will make it harder for me to access this wonderful piece of legislation. Please do not make any changes to FMLA.

Sincerely,
Wilbert Radtke
10431 Uplander Street NW
Coon Rapids, MN 55433

Diane Leib

14541 S. 85th Ave, Orland Park, IL 60462

March 24, 2008 4:12 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

My sister is on an FMLA leave right now helping her daughter, my niece, care for twin newborns. Her school district acted like they were doing her a favor allowing her the time that was entitled to her. Employers are still not above bullying their employees concerning this leave. I almost failed to mention that the mother and children are in Germany because dad is in the Air Force. It is hard enough to have family overseas. Thank goodness for FMLA. Diane Leib

Sincerely,
Diane Leib
14541 S. 85th Ave
Orland Park, IL 60462

Linda Eby

13275 S.W. Pearl St., Beaverton, OR 97005

March 24, 2008 4:09 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am a community college instructor of nursing from Oregon. One of my colleagues used the FMLA to take time off work to care for her dying father. He has Alzheimer's disease, had only a few weeks left to live. Complicating the matter, my friend has a mentally retarded sister who needs long-term financial arrangements.

My friend was able to go from Oregon to Virginia, meet with the lawyer, be with her father and provide some of his nursing care, see the place her sister would be living, and plan the funeral. She was able to explain it all to her sister, bring her sister to see their father, and they were able to grieve together.

This entire process of planning and closure for her family was only possible due to the FMLA. She would not have been able to go to Virginia if not for the FMLA coverage. She could have afforded a trip to VA for the funeral, but not for the quality of life issues that made such a big difference in this little family's life.

Sincerely,
Linda Eby
13275 S.W. Pearl St.
Beaverton, OR 97005

Carrie Wood

20303 Concord Hill Drive, Cypress, TX 77433

March 24, 2008 4:08 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

In December 2007, my husband and I adopted a baby girl from China. As part of the adoption process both parents are required to make a 2-3 week trip to China to finalize the adoption. We were notified that our daughter was ready for us to come and get, but we only had about 1 weeks notice. Without FMLA, this adoption simply would not have been possible and our daughter would continue to languish in an orphanage. Because of FMLA, we were able to use our accumulated leave days and not lose any of our pay checks. If we had not been allowed to use accrued leave, we would have lost thousands of dollars and not been able to afford this adoption.

Please consider the families that will be hurt by changes in FMLA. We hear a great deal about "family values" from our politicians, but changing FMLA is of no value to any family.

Sincerely,
Carrie Wood
20303 Concord Hill Drive
Cypress, TX 77433

Marilyn Steinke

2530 Sara Jane Pkwy #222, Grand Prairie, TX 75052

March 24, 2008 4:04 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

The FMLA law is a very important law to leave in place as it is. On two occasions I took time off from work for major surgery. One time I was off from work for 6 weeks and the second time I was off for 10 weeks. After I was released to return to work I returned healthy and was able to perform my job well. If the FMLA law was not in place, I would have been removed from my job as well as my insurance plan. As a result, I would not have had a means of earning a living when I recuperated and I also would have had insurmountable medical bills, which I would not have ever been able to pay without the help of insurance. The portion not covered by the insurance company took me two years to pay on a monthly payment plan. Please keep FMLA in tact as it is. I ask you, do not make wage earners or families avoid getting medical treatment when necessary so they can continue to keep their job, keep their home and feed their children.

Sincerely,
Marilyn Steinke
2530 Sara Jane Pkwy
Apt. #222
Grand Prairie, TX 75052

Stanley Bielski

130 Fawn Lane , Centereach, NY 11720

March 24, 2008 4:03 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Workers should not be penalized for illness, care giving, or pregnancy. For all its anti-abortion rhetoric, this administration should put its money where its lobbyists aren't and support FMLA which encourages citizens to take care of their newborns, elders and themselves.

Sincerely,
Stanley Bielski
130 Fawn Lane
Centereach, NY 11720

Luis Vargas

104 Nick Price Loop, Round Rock, TX 78664

March 24, 2008 4:03 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

There is a time when every working family in the great USA must take leave from work to take care of someone or themselves. My father was very ill during the last 9 years of his life. My sister and I were the ones doing all the running around for our parents to help them cope with the illness. We, thank God, we were able to take days off from work to accommodate their needs. If the working families don't have access to certain privileges that are necessary, how do you expect them to cope with tragedies of such sort? The citizens that make up the working class are the ones laying their lives out there in the Middle East for this nation, yet we are going to be denied of such important assistance. Billions are spent on making the privileged more rich, yet little is spend for the benefit of the working class who are dying in the thousands. It's a shame to be called an American when the leaders of our country use and abuse the working class. Do something right for once.

Sincerely,
Luis Vargas
104 Nick Price Loop
Round Rock, TX 78664

John Zolli

134 Richard Street, Cranston, RI 02910

March 24, 2008 4:03 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

As a hard working taxpaying American with a newborn in my household I find it hard to believe that my own government would make it harder for me to take time out of work. I speak for all Americans with similar situations like my own. I feel as though this proposed legislation is wrong. Working Americans should have the ability to take time away from work in order to make sure that their loved ones (newborn or sick due to illness or injury) are safe and protected. By limiting or changing this benefit many Americans will be unable to provide the proper care needed to those that need it the most.

Please put yourself in the shoes of someone who is in a situation where their loved one is hurt, sick or newborn and they would be forced to find care elsewhere with strangers. The care for these individual is not inexpensive as it may result in large medical and personal care bills that in turn would hurt the family even more.

DO NOT HURT AMERICANS! PLEASE CARE ABOUT AMERICANS!

Sincerely,
John Zolli
134 Richard Street
Cranston, RI 02910

Tracy Musgrove

7720 Gayglen Drive, Dallas, TX 75217

March 24, 2008 4:00 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

Just a few months ago I had to use my FMLA rights to be in the hospital. It was bad enough that I missed the days at work, and even worse that they docked my pay! I can only thank goodness that I still had a job after I got back from the hospital. Without the FMLA I couldn't have guaranteed keeping my job! As I am the major bread winner for my family we could not have afforded for me to do that! I work hard in public service and should be allowed to keep rights that benefit me and my family. Thank you for your time.

Sincerely,
Tracy Musgrove
7720 Gayglen Drive
Dallas, TX 75217

Michelle Fecteau

15885 Rosemont, Detroit, MI 48223

March 24, 2008 4:00 PM

Subject: Don't take away FMLA benefits

RIN 1215-AB35

I am the mother of several children, some by birth, some by adoption, some from foster-care, and some by offering my home to homeless teenagers. I do this and work full-time, as does my husband. We both work very hard and sacrifice down-time, including sleep time, to make sure we do all our jobs well.

One of our children has autism, one is cognitively impaired, and another suffers from anxiety and depression. Although my husband and I rarely miss time from work we have needed the flexibility provided by the FMLA to help us balance work and home obligations.

Without this we may not have been able to negotiate arrangements with our employers. Without that there would be several more children looking for homes in the foster care system.

The FMLA has helped us maintain 2 full-time jobs, which has added to the tax roles and provided a very important service to our community. Please do not make our job harder by reducing FMLA protections.

Sincerely,
Michelle Fecteau
15885 Rosemont
Detroit, MI 48223

Collette Keele

6855 SW Raleighwood Way, Apt. # 2, Portland, OR 97225

March 24, 2008 3:51 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I have been blessed and have not had to use FMLA, but I know many people who have. Family is so important and it is why we work - so we can support them and provide for them. We work hard to provide for our families. Do not take away our right to be with our families when things are hard or a child is born. Do not spit in the face of humanity for the sake of big business and the almighty dollar. Protect the rights of families to be there with and for each other when the situation calls for it and to be able to return to work and continue to provide for the families we provide for.

Sincerely,
Collette Keele
6855 SW Raleighwood Way
Apt. # 2
Portland, OR 97225

Danielle Grandin Grandin

3 Grassmere Ave., Oakdale, NY 11769

March 24, 2008 3:51 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

FMLA gave me an opportunity to have a child and not fear losing my job. If I wasn't entitled to this law then it would have been extremely difficult to maintain our bills and care for our newborn son. The time that I was given gave me an opportunity to build my confidence as a mother and helped me reflect on how it would be as a working mother. If this is taken away I believe that society will lose out on some talented women who would like to contribute to their companies and their families. Don't take away one of our balancing tools that we need in our lives in order to maintain healthy lifestyles.

Sincerely,
Danielle Grandin
3 Grassmere Ave
Oakdale, NY 11769

Linda Fox

3263 Walnut St., Los Alamos, NM 87544

March 24, 2008 3:48 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I used FMLA from 11/28/2007 thru 1/22/2007. I have needed a total knee replacement for 25 years. Because of several personal situations and due to my age, I wasn't able to have the replacement until this year. I was in constant pain, so it wasn't something I could put off much longer. I was lucky. I had enough leave to carry me through. If I hadn't been able to use my leave, I would have not been able to have the surgery. I was also able to recuperate with having to worry if I would have a job when I was able to return to work - something I would not have been able to put aside if not for FMLA.

Sincerely,
Linda Fox
3263 Walnut St.
Los Alamos, NM 87544

Kera Williams

611 Clairmont St., Farmersville, TX 75442

March 24, 2008 3:43 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am a young mother of two. I have been in the teaching profession since I was twenty years old. Since I have been teaching that long I have had the need to use FMLA twice (once for each birth). Since my income is needed in my family, taking leave without pay is not an option. Without FMLA, I would have been forced to send a baby less than six weeks old to daycare and return to work before my doctor cleared me to do so. I barely take a day off during the year. If I do, it is due to a sickness related to my children. I save my days so that I can take six weeks if needed. I have not been able to take the full twelve weeks simply because our budget can not afford it. Please, I am pleading with you, don't make it harder on us.

Sincerely,
Kera Williams
611 Clairmont St.
Farmersville, TX 75442

Nan Bailey

P.O. Box 76 Canton, Texas, TX 75103

March 24, 2008 3:42 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the
Family and Medical Leave Act: Don't Make It More Difficult for Workers to Use FMLA Leave

RIN 1215-AB35

I am the HR person for our school district. Without the FMLA, our employees/families could be more devastated with the loss of a family member or a life threatening illness. It gives our employees more comfort to know people do care.

Sincerely,
Nan Bailey
P.O. Box 76
Canton, TX 75103

Lynn Kawahara

1947 Hoomalolo St. N/A, Pearl City, HI 96782

April 10, 2008 9:09 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I have personally used this leave for maternity leave 3 times. Later I used the leave again several times when my mother needed major surgery in another state. Without this law, I would not have been able to go to help my elderly parents. PLEASE DO NOT MAKE ANY CHANGES!!!

Sincerely,
Lynn Kawahara
1947 Hoomalolo St.
N/A
Pearl City, HI 96782

Julie Duncan

16180 Hwy 27 W. , Kensington, MN 56343

April 10, 2008 4:03 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

My husband and I both needed to use FMLA. We adopted our daughter from the country of India when she was two years old. When he arrived home with her we were both able to take time off to bond with her, get her used to a completely new culture, and also help our son adjust to a new sister. Without FMLA, this whole process would have been very difficult for us and our family. Missing a paycheck on top of this would have been even more stressful. We had no control over when our daughter would arrive. Even today ten years later we look back on that time of our lives grateful for the time we were given to concentrate on our family so we could be ready to get back to work. Our family was blessed.

Sincerely,
Julie Duncan
16180 Hwy 27 W.
Kensington, MN 56343

Jennifer Grabruck

218 Fisher Road , Grosse Pointe Farms, MI 48230

April 10, 2008 3:34 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I recently used FMLA for the birth and care of my first child. Thanks to an accrued amount of days, I was able to be paid for the entire length of time. If I were not able to be paid because of my days, I would not have been able to stay home and care for my newborn daughter thus developing an ever needed positive bond for our relationship and her development. With such a volatile economy and the ever increasing need to work to pay bills, I would not have been able to afford to stay home unpaid. I can't imagine not being able to help my daughter grow at such an important stage in her life. As a mother who will need to continuously work in order to maintain a healthy lifestyle, FMLA provided me with the opportunity to bond with my daughter in a way that can never be repeated.

Sincerely, Jennifer Grabruck Grosse Pointe, MI

Sincerely,
Jennifer Grabruck
218 Fisher Road
Grosse Pointe Farms, MI 48230

Tara Winters

1086 Woodbriar Dr , Grapeing, TX 76051

April 10, 2008 1:33 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

In our society the family unit suffers enough due to the demands working parents have on them. The FMLA is crucial to families during times of crisis, such as an illness or happiness due to the birth of a baby. Families need the time together to bond, grieve, or just simply be their for each other. The FMLA is extremely important and cannot be revoked. If you need to be away for your job you need to know it will still be their when you return and you need to be able to be paid for the time you are gone should you have the leave.

Sincerely,
Tara Winters
1086 Woodbriar Dr
Grapeing, TX 76051

Joann Rodeschin

3250 85 st , east elmhurst, NY 11370

April 10, 2008 10:44 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

As a Chapter Leader of my school in Queens, I have seen many teachers and other staff members use FMLA to get through difficult health crises with parents, children and other family members. Folks do not receive pay during this leave, but it affords them the time to take care of a loved one. In this day and age, when hospitals release patients early and actually expect home caregivers to perform complex medical procedures and to provide medication via IV, etc, this is a necessary benefit for workers. Why does our society want to become less and less humane? Why do our government officials only care about employers and not employees.

Sincerely,
joann rodeschin
3250 85 st
east elmhurst, NY 11370

Karen Pasqualetti

26 Soldier Wood Circle , Orchard Park, NY 14127

April 10, 2008 10:03 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I have used the FMLA leave twice to help care for both of my newborn, daughters. I chose to nurse my babies and going back to work after a very short 8 weeks would have made it impossible for me to give this wonderful benefit to my daughters. The FMLA leave allowed additional time for me to care for my children in the best way during their youngest stages of life. I am very grateful for this act and would highly recommend it to stay active.

However, I did not receive any pay during this FMLA leave due to the school district's policy that I work under. This did make financial obligations very difficult. Using the FMLA leave definitely has many positive benefits, but also penalizes people financially with unpaid leave for those who choose to do the right and important obligation, which is to care for family members when in need. Some kind of financial payment during this needed leave would be extremely beneficial.

Sincerely,
Karen Pasqualetti
26 Soldier Wood Circle
Orchard Park, NY 14127

Carrie Urness

708 Nissen Street , Alexandria, MN 56308

April 10, 2008 9:34 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

My husband and I had our first child in November of 2007. We both agreed early on in our marriage that when we had children, we wanted to spend as much time with them as possible before sending them to daycare. Well, the Family Medical Leave Act (FMLA) allowed us to do just that. I had a c-section so was granted 8 weeks of sick leave for my recovery. Then was granted an extended leave of 10 weeks to stay home & care for our newborn child through the FMLA. My husband also applied for a leave to care for our child when I returned to work. He is now staying home with our son for 7 weeks. We have been granted an extended leave by the grace of our employer, but the initial leave was granted as a result of the FMLA.

We believe that parents need time to bond with their newborn children and are the best people to care for their child if in fact a medical situation arose. With this in mind, we feel that the Family Medical Leave Act is a necessary and good law. It not only protects the family, but encourages parents to do their job at home while maintaining their out of home job to support their family.

Please hear this as a plea to continue to support families.

Sincerely,
Carrie Urness
708 Nissen Street
Alexandria, MN 56308

Kelly Hilbrands

1401 Jefferson St. , Alexandria, MN 56308

April 10, 2008 9:02 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I am a secondary teacher who was able to provide care for my children when they were born. My family does not make as much as other families but we understood what taking care of our children meant to us and what it would someday mean to them. Taking care of your children is one of the greatest gifts you can give your children. Had we earned enough and had better medical insurance I would be a stay-at-home mother. Since 40% of our paycheck goes toward medical insurance we need to continue our two income job. However, without the FMLA I would not have been able to stay at home with my children. I was fortunate enough to use accrued days I had earned of being a teacher in our district. My first child was born under 4 lb 8 oz. and was over 6 weeks premature. He didn't have the sucking reflex yet so he had to spend almost a week in the hospital being fed by a syringe. Needless to say without having the time provided from the important FMLA we would have gone without a paycheck because I would have continued to stay home with him for his care. My second child again, was smaller than average and also had some feeding issues. Again, the FMLA was there to help provide the financial stability (days accrued through my school district) we needed. My children are now 8 and 4 and God forbid, if anything happened to them or my immediate family members, thanks to the FMLA I would be able to care for them, as should be. In times of crisis, our government should be working on ways to ease this time for Americans, not make it more difficult (financially as well as emotionally). Our families and society will be paying for it later on in much worse ways (health conditions that could have been prevented, lost work time, etc).

Sincerely,
Kelly Hilbrands
1401 Jefferson St.
Alexandria, MN 56308

Michele Lopez

822 Berkshire Rd , Wingdale, NY 12594

April 9, 2008 9:51 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I have used FMLA twice. The first time I gave birth to a pre term sick baby. I was able to do all the things every mommy should be able to do because of FMLA and not worry about if my job would be there when I was ready to go back. The second time was for my full term happy healthy baby boy. Thanks to FMLA I was able to breast feed my babies and provide the best start to life I could for both of them. The premie is now 3 and is healthy and beautiful! Thank you FMLA. The only thing I feel that should be changed about FMLA is to increase its length to 6 months of protection. Those positions can be staffed by temps and agency workers!!

Sincerely,
Michele Lopez
822 Berkshire Rd
Wingdale, NY 12594

Laurie Colacchio

5 Pleasant Place , Newburgh, NY 12550

April 9, 2008 5:41 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

The FMLA has helped me with my own illness of cancer and my elderly father who has a heart problem. I have taken off work to go with my father to his doctor's appointments. I have taken days off of work to care for him while he was in the hospital and when he came home from the hospital. The FMLA allowed me to take the time off of work with out being haressed by my employer for taken so much time. This gave me a piece of mind knowing I could still receive a paycheck and take care of my own finances while taking care of my father. I also take time off work to see my own doctors and the many tests which are done on monthly and yearly basis for cancer. With out the FMLA I would not have been able to live if I didn't receive my paycheck. Please do not change the FMLA and make it hard for people like me who utilize the FMLA. Make it easy for us to handle life changing illnesses, childbirth, adoption, elder care, etc.

Sincerely,
Laurie Colacchio
5 Pleasant Place
Newburgh, NY 12550

barbara love

Prairie State College 202 South Halsted, Chicago Heights, IL 6041

April 9, 2008 5:00 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

In March of 2006, my car was broadsided on the passenger side where I was sitting. As a result I was unable to work for a month and had to draw on sick leave to recover. I had no money in a savings account to pay that month's bills. Without FMLA, I would have experienced a serious financial setback. Add to that the fact that I fell going downstairs in early December and fractured my ankle, necessitating another absence from work until the end of the fall semester. I have not had to use sick leave very often, but it has been my salvation when I did need to draw on it, because I have no financial cushion to fall back on.

Barbara Love Prairie State College 202 South Halsted Chicago Heights, IL 60466

Sarah Spaulding

1458 W Latoka Dr SW , Alexandria, MN 56308

April 9, 2008 2:11 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

FMLA leave allowed me to stay home with my newborn daughter for the first 6 months of her life. I appreciated the time we had to form a bond and strong attachment. I cannot imagine not having that again with future pregnancies! Please protect this precious issue!

Sincerely,
Sarah Spaulding
1458 W Latoka Dr SW
Alexandria, MN 56308

Wendy Watts

2208 Lake Victoria SE , Alexandria, MN 56308

April 9, 2008 1:49 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I just came back from my mother-in-laws funeral. Having spent the last ten days with her, I want to assure you how important the FMLA act is. It allows people to be with loved ones, without adding more stress to an already stressful situation. Please do your best to keep it in place. If you want a productive workforce, give us time to attend to extreme personal matters without worry rather than making us stay on the job where we can not focus anyway. Do what is right for the employees. I only needed 5 days, but it was the most important five days to me and my family.

Sincerely,
Wendy Watts
2208 Lake Victoria SE
Alexandria, MN 56308

Joan McCleery

8165 Harriett Rd. , San Angelo, TX 76905

April 9, 2008 1:40 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

Two years ago my one-year old daughter was diagnosed with a rare white blood cell disease that required chemo therapy treatments in a distant city. I had been teaching for 12 years at that point, but had used up the limited, but hard earned and carefully saved leave time to spend two weeks recovering from a car accident and then to have 6 weeks off when my daughter was first born. I had no sick leave left. If I hadn't been able to use FMLA to take time-off to have my daughter's medical needs met, I would have lost my job, and therefore, my pay-check and the medical insurance provided through my job. I would have been forced to use other government assistance to fulfill the monetary and health care needs of my family. Please do not reduce or remove the very much needed help the FMLA currently provides. It has been key to helping my family remain financially independent, without requiring MORE assistance from the government.

Sincerely,
Joan McCleery
8165 Harriett Rd.
San Angelo, TX 76905

Eric Dobies

160 Lakewood Parkway , Snyder, NY 14226

April 9, 2008 1:00 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

To whom it may concern:

The existence of FMLA encouraged my district to allow me to use my accrued sick time to leave the country to adopt my daughter. I was away from the United States for six weeks related to this adoption and could not have done this without the FMLA and the cooperation of my employer.

Please understand that not only should FMLA be not be restricted, but indeed should be expanded to allow for even more time for very important quality of life issues related to family health and overall well being.

Make it easier for employers to approve FMLA leave, do not restrict it!

Yours very sincerely, Eric Dobies

Melissa Husek

13845 Frazho , Warren, MI 48089

April 9, 2008 12:49 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I recently returned to on February 4 after an FMLA leave. The purpose of this leave was to raise my newborn daughter, Olivia. The time available to me under FMLA enabled me to provide the best care possible for the first eleven weeks of her life. I truly believe that being home as Olivia's mother is critical to her health, growth, and development. In addition to being able to care for my daughter, having extra time under FMLA made me feel much more comfortable and prepared to return to work. Feeling confident that I could comfortably leave my daughter makes me a more effective teacher. Also, I delivered my daughter by emergency c-section surgery and FMLA provided me with the time for my body to heal; I don't feel I would have been comfortable returning to work in just 8 weeks after such a major surgery.

I truly hope that the regulations for FMLA do not change. Being able to have the time under FMLA to take care of our own health and the health of our families is vital for all employees to be successful in the work place. I am urging the Department of Labor to protect FMLA and keep this important right available to all workers.

Sincerely,
Melissa Husek
13845 Frazho
Warren, MI 48089

Kelly Chapman

9612 S. Harding Ave. , Evergreen Park, IL 60805

April 9, 2008 12:04 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

After I had my daughter, I was able to use the FMLA to take time off of work and not worry about losing my job. At that time I was single and waitressing. I needed my job to support my daughter and me. Plus, I needed it because I was working on my bachelors in elementary education. My waitressing job was what paid my way through college. If I had lost my job, I may not have finished college, which would have prevented me from independently supporting my daughter and not relying on family or the government to support us.

Sincerely,
Kelly Chapman
9612 S. Harding Ave.
Evergreen Park, IL 60805

BURKS ANITA

3508 W. Arthington St. , Chicago, IL 60624

April 9, 2008 11:18 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I have never used the FMLA Leave. I know of people that have and without the FMLA Leave they would be Homeless today. My ex-sister-in-law had to have emergency surgery and she is the sole contributor in her household. She was off for three months she has an elderly mother who stays with her and one daughter who is ten years old. If she couldn't use FMLA she would not have had any funds coming in to pay her bills and her rent.

This happened in Spring of '2007' but, she is still struggling and she has to go back in for more surgery which means she will have to take another FMLA Leave.

Sincerely,
BURKS ANITA
3508 W. Arthington St.
Chicago, IL 60624

Letisia Avila-Rodriguez

2337 N. Sayre , Chicago, IL 60707

April 9, 2008 12:33 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

My son was born last February and because of the current FMLA leave I was able to stay home and care for him. I had a c-section because he was breech and was born with the cord wrapped around his neck. To us he is a miracle and having had the extra time home with him made it much easier to go back when he was a little older. For emotional reasons the FMLA leave is extremely necessary and helpful.

Sincerely,
Letisia Avila-Rodriguez
2337 N. Sayre
Chicago, IL 60707

Rodney Cruz

1925 Cliffrose Dr , Little Elm, TX 75068

April 8, 2008 11:10 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I used intermittent FMLA to take care of my baby daughter when she was born. My wife used also FMLA to take care of the baby. I stayed at home 2 days a week and my wife the other 3 days. We did that for 6 months. That helped us a lot as a family to be able to be together at that important stage of our lives and to share the responsibility during those difficult first few months. It also helped the baby to be with the parents instead of going to daycare center after only a few weeks old. I am sure the development is much better if a baby can stay with the parents during the first 6 months instead of starting at care center after only 2 weeks of being born. Without FMLA one of us would have had to quit working affecting the income of the family when most needed, or leave the baby at a daycare as young as 2 weeks old. That's not right in any measure. Not only keep FMLA rights, but expand it.

Sincerely,
Rodney Cruz
1925 Cliffrose Dr
Little Elm, TX 75068

James Beckers

2328 Weyborn dr , arlington, TX 76018

April 8, 2008 10:29 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I had an eye injury that has to be treated with an immediate surgery and there was the need of six weeks with completely rest without the possibility to lift 7 pounds and if I couldn't use FMLA I wouldn't got paid and recover my health.

Sincerely,
James Beckers
2328 Weyborn dr
arlington, TX 76018

Anne Marie Wolfe

915 Pelcian Lane , Rockledge, FL 34955

April 8, 2008 10:29 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

Thank goodness for the FMLA leave that is available. I was able to take time off with pay to assist my 97 year old mother until her death because I had enough accrued leave, and then some time for my self after the funeral. This time gave me the opportunity to tend to all official matters and to deal with my grief. When I did return to the classroom I was able to attend to all my duties as a teacher and be there for my students and was able to give them my 100% undivided attention. I had not taken the time to grieve I would not have been able to teach effectively. Please remember that workers are people with many needs. DO NOT STOP the FMLA leave. It is one of the few things that still make America great. America is a unique place to live and to raise families. Do not take us back in time. We are a progressive nation let's keep it that way.

Sincerely,
Anne Marie Wolfe
915 Pelcian Lane
Rockledge, FL 34955

Rhonda Issendorf

10754 Chippewa Hts. N.W. , Brandon, MN 56315

April 8, 2008 10:23 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

Back in 2004 I was pregnant with my second child. Every thing was going fine with an expected due date of October 15, 2004. In August I was not feeling well so I went in to my doctor only to find out that my liver was not functioning correctly resulting in me being rushed to Abbet Northwestern Hospital in Mpls. Minnesota. I spent about 3 and a half weeks in the hospital closely monitored by some of the states specialist. Having only had 6 weeks of sick time saved up that FMLA provided me with the extra time that I needed to focus on getting myself better as well as caring for a premature infant. I can not tell you what a relief it was for me to know that my job would be there for me. It was one less thing that I had to worry about. I truly don't know what I would have done without it. Please don't try to fix a program that is not broken.

Sincerely,
Rhonda Issendorf
10754 Chippewa Hts. N.W.
Brandon, MN 56315

Damien Nickle

18109 Pirates Cove , Strongsville, OH 44136

April 8, 2008 9:51 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I am writing this letter to tell my story of using the FML. After having fallen from a ladder (obviously an unplanned and sudden incident)and spending some 4 months in the hospital, my wife had to ake a leave to not only care for me now that I was in a wheelchair and readapting to homelife, but also for 2 children. To say the least, finances became an issue for prescriptions, therapy and adaptive equipment to say the least. The FML gave a breather in the stress related to this accident in so much as the care, but also the finances. A Care Giver would not have relieved the stress as much, but also would have cost much more than what was received as a "paycheck." The use of FMLA was also good in that my wife's job was "secured."

Sincerely,
Damien Nickle
18109 Pirates Cove
Strongsville, OH 44136

Anthony Tulacz

3247 N. Orange Ave , Chicago, IL 60634

April 8, 2008 8:41 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I used FMLA leave to help my family through a time of illness. Thanks to the miracle of modern medicine, I had a successful quadruple bypass. I needed time to heal, approximately 32 days. FMLA ensured me of a paycheck, too. Although I have Blue Cross/Blue Shield PPO, I am responsible for deductibles and other payments the insurance company does not cover 100%. This could still cost me thousands of dollars. I am very grateful to the Doctors at Gottlieb Memorial Hospital in Melrose, Illinois. Their skills allowed me to continue living and caring for my family. What would I have done about my insurance payments if I was missing a paycheck? What could I have done if I did not have enough sick days on the books to heal properly so that I could return to work as soon as possible? Without FMLA my life would have ended and my family would have suffered from my loss.

Sincerely,
Anthony Tulacz
3247 N. Orange Ave
Chicago, IL 60634

Eugene Rutkowski

1149 Mare Barn Lane , ADDISON, IL 60101

April 8, 2008 8:36 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

My wife of 35 years had stomach cancer. We were told she had only a few months to live. I took the leave to take care of her and enjoy our last precious moments of time together. Without the leave I would have lost my wife, my job, our house and everything we had worked for for 35 years. I do not think I could have gone on after losing her without the leave to do the right thing.

Sincerely,
Eugene Rutkowski
1149 Mare Barn Lane
ADDISON, IL 60101

Martha lamb

4307 Marigold La , Belcamp, MD 21017

April 8, 2008 8:28 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I was working for the Federal Government in 1997 when my son was born. Because my first child suffered from frequent severe asthma attacks, I had very little leave. Because of the FMLA, I was able to take three months off to take care of my infant. This leave was without pay. If not for the protection of FMLA, I think my supervisor would have used my absence to mark down my performance rating.

My current job with the state requires that the employee use all her leave up, before allowing the employee to use FMLA. This discouraged me from trying to use FMLA to have more frequent visits with my mother when she was terminally ill.

Sincerely,
Martha lamb
4307 Marigold La
Belcamp, MD 21017

Trudy Hilty

6711 Moss Rose , Houston, TX 77087

April 8, 2008 8:00 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

Several years ago, I was diagnosed with a spinal issue. The doctor's told me that I would need surgery and that it would be several months before I could return to work. This was definitely going to be an issue because I have a disabled daughter and had had to spend some of my sick days dealing with her illness. Fortunately, I was able to use FMLA to take the time off to recover from the surgery. My 1 day stay in the hospital turned into almost a week because I kept spiking a fever. Without the security of knowing that I would have a job to return too the additional stress of worrying about losing my job would have been horrible. FMLA as it stands now enables people with illness, injuries to not only themselves but also their families to take the time off from their jobs and have the peace of mind to know that at the end of the timeframe they have a job to return too. If not for this many people would lose their jobs resulting in the addition of many people to file for unemployment, lose their health insurance which would add to the already overburdened medicaid/free hospital systems and cause additional mental and emotional stress.

Sincerely,
Trudy Hilty
6711 Moss Rose
Houston, TX 77087

Debra Epp

E9485 CO RD EE , Elk Mound`, WI 54739

April 8, 2008 7:54 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I was able to stay with my elderly mom so her 24/7 caregivers could go on vacation once a year. They needed to go on vacation as much as I emotionally needed to spend time with my mom. I could not have done this financially without the FMLA. I really don't think a lot of people know that as it stands now you can use portions of your FMLA when you take a dependent person to the doctor. I used my FMLA all at once. And it was so nice to have it available.

I also used it when my daughter had to have surgery. By having FMLA, I was still able to keep my job, because it is a state law to make FMLA available and I was also paid because I had the vacation time accrued.

If you have to do anything please make it better!

Sincerely,
Debra Epp
E9485 CO RD EE
Elk Mound`, WI 54739

Catherine Chilton-Werner

1030 14th St N , Fargo, ND 58102

April 8, 2008 6:28 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

It's important to understand that when a family member is in danger, a worker's mind is not on the job. My daughter periodically develops pseudo tumors, an overproduction of spinal fluid that collects around her brain stem. It is life threatening. If I can't take time to get her to the emergency room or to be with her in intensive care, my work will not be productive. I am also the only family member close enough to be there for my 83 year old father should he have an emergency. Should I have to leave him alone to suffer or die because I can't afford to take leave to make sure he gets the care he needs?

Sincerely,
Catherine Chilton-Werner
1030 14th St N
Fargo, ND 58102

Suzanne Tarulli

242 Taxter Road , Irvington, NY 10533

April 8, 2008 5:54 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

Over the past 18 years, I have used my FMLA for the birth of my 3 sons. I had very difficult pregnancies and needed to be in bed for the last month of each pregnancy. My salary is needed to pay our mortgage. My husband was laid off both times while I was pregnant for my first two sons. I don't know what I would have done if I was not able to pay our mortgage. As an educator, my first responsibilities is for my students. But people seem to forget that we are humans too. People do want to start a family at some time in their life. We do have the right like anyone else. We should also be able to enjoy the newborns which is once in a life time of that child. Also, a mother needs to heal inside, physically as well as mentally after the birth of a child. If she doesn't heal, she really is not fit to teach her students to the best of her ability. Give a new mother and/or father a chance to enjoy a happy time in their lives. Everyone else gets that chance so why not educators?

I have also used it for my 3 emergency surgeries. I am very grateful that I was able to use the FMLA in my time of needs. By the way, I have been a teacher for over 30 years.

Sincerely,
Suzanne Tarulli
242 Taxter Road
Irvington, NY 10533

Peggy Lewis

2785 Woods Crescent , Grove City, OH 43123

April 8, 2008 5:45 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I have had to use FMLA time for two surgeries I needed. Of course, for both there was no chance for pre-planning, and both were done because they needed to be done. For one, I was told on a Friday I would get surgery Monday. At our workplace, the first two weeks were filled in by my sick leave, and the FMLA I had filled out for the pre-existing condition that caused the surgery helped because I was not able to fill out paperwork that quickly. It helped me also not to lose my job because the paperwork was on file. Certain supervisors would have been o.k. with me missing work, others have been real sticklers and I needed that FMLA paperwork. I have made it to retirement now, and might not have without the FMLA.

Sincerely,
Peggy Lewis
2785 Woods Crescent
Grove City, OH 43123

Fanny Perez

65 Parrott Road , West Nyack, NY 10994

April 8, 2008 4:42 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I recently had abdominal surgery and had to use 9 weeks of my FMLA as doctor recommended for recovery and to return to my position at a high school. Although I had sick days in my bank, the FMLA provided the job protection needed during this critical period in my life. I ask that the FMLA will continue to be offered. Hard working Americans who depend on their jobs would be in jeopardy of losing their jobs if difficult hurdles exist with FMLA.

Sincerely,
Fanny Perez
65 Parrott Road
West Nyack, NY 10994

joan senator

p.o. box 931 , patchogue, NY 11772

April 8, 2008 4:34 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

In the spring of 1999, while working for New York State Dept. of Education, I was hit by a truck while out walking on a day off. I was hospitalized and subsequently unable to work for a period of some months. During that time I was able to use the family and medical leave act for my period of recuperation, as I did not have enough saved time, and would have had to go off the payroll.

Sincerely,
joan senator
p.o. box 931
patchogue, NY 11772

Richard Scoles

549 W. Victoria Ln , wood Dale, IL 60191

April 8, 2008 3:39 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I am a teacher with three more years remaining before I retire after forty-three years of working with children. I recently was forced to be off work for ten weeks due to an unexpected emergency back surgery. This was my first experience with FMLA. It was a great comfort knowing that my teaching position, paycheck and medical coverage were not in jeopardy during my surgery and rehabilitation period. Due to my lengthy teaching career, accumulated sick leave allowed me the time to recovery without pay loss, to the point that I was able to return to active duty.

This experience however did make me wonder what might have happened if I were a new employee with only thirty-five days of total sick leave. Were that the case, my paycheck, job and medical coverage could well have all been in jeopardy. Rather than making it more difficult for Americans to utilize the twelve weeks now guaranteed by FMLA, it seems to me that FLMA should not take effect until accumulated sick leave has run out in order to assure that workers do not run the risk of losing everything at a time they are most vulnerable due to a long term illness. As long as reasonable protections are in place to prevent people from taking unfair advantage of this program, I urge you to maintain FMLA in its current state and possibly consider not starting the twelve week coverage until sick leave is exhausted so that even though three months without pay may lapse in extreme situations, one may at least look forward to returning to their job after recovery from serious long term illness or injury. Thank you.

Sincerely,
Richard Scoles
549 W. Victoria Ln
wood Dale, IL 60191

Joni Metiva

500 Spruce St. , Grayling, MI 49738

April 8, 2008 2:54 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

Having had two parents who have passed away in the last four years, it is very clear to me the importance of having the opportunity to utilize (if needed) the FMLA.

In Sept. 2003, my mother died suddenly from a heart attack. In March 2007, my father ended his battle with the fight he experienced from living with Parkinson's Disease. Thankfully, I was close enough in miles and have a very caring husband and extended family, who helped me with my young children, so that I could tend to the needs of my father. I can only imagine those working men and women, who do not have the support or means to be able to do this with similar family emergencies, and would need the time off from work, (without being penalized), to help their family members in need.

If any people in the Department of Labor have had a family member suffer a tragedy such as death, prolonged illness, and/or need to aid their family in a time of distress, they would utilize the FMLA. Emotionally, it is hard enough to deal with devastating life events that happen. Not having the ability to take a leave of absence to take care of family needs is a disgrace to our society.

I work in the public school system as a student counselor, and I see over and over that students who are experiencing emotional issues need to work through their emotions before ever seriously focusing on the academic learning that they are supposed to master. This same thinking should be in place for adults who need to use the FMLA. Please reconsider the possibility of reframing the FMLA. It is working the way it should, and many families are better able to handle the situations they have been dealt because of the FMLA.

Sincerely,

Joni Metiva Grayling Middle School Counselor 500 Spruce St. Grayling, MI 49738

Aurelio Oliva

660 S. Pampas Ave , Rialto, CA 92376

April 8, 2008 1:42 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

Well I have two grandchildren who have cystic fibrosis and at times they are hospitalized for a week or two, so at times I take time off to be with them to ease the burden for my daughter. This happens at least once a year or more, and FMLA helps me from being rebromadated for excessive absences for I stay with them at least two days at a time at the hospital in Panarama City. So please don't cause changes that will affect people like me to assist our loved ones. Thank you

Sincerely,
Aurelio Oliva
660 S. Pampas Ave
Rialto, CA 92376

sara bochenek

8065 burning bush , grosse ile, MI 48138

April 8, 2008 12:58 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

Anyone who has access to any credible rearing material is aware of the myriad of studies that have been done that have stated that the first 1000 days of a child's life is crucial for their long lasting development. It is vital that parents who wish to stay home and nurture their children should be able to do so without unnecessary ramifications in the workplace. Preparing children for success is cost effective in the long run in every area of government assistance and education.

Also with the baby boomers dealing with the aging and care of older family members family and medical needs are necessary and important. How we care for our oldest and youngest members of our society is a direct reflection on the civility of our society.

Without the opportunity to bond with our family members in the most intimate of ways does not promote a world of caring and compassion. It is our relationships that make work tolerable not the other way around.

Sincerely,
sara bochenek
8065 burning bush
grosse ile, MI 48138

Lisa Garvey

STA 4540 SW Blvd, Hamburg, NY 14075

April 8, 2008 12:17 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I used FMLA to care for my newborn during the entire 12 weeks. Our Director of Personnel was fantastic in helping me understand its provisions, my responsibilities, and those of my school district. I was able to use 6 weeks of accrued, paid leave and retained health benefits. The time spent with my first child, worry-free regarding job/benefit security, is something I will never forget and ALWAYS appreciate.

Sincerely,
Lisa Garvey
STA
4540 SW Blvd
Hamburg, NY 14075

Jeremy McKeen

80 Neptune Blvd Room 3186, Lynn, MA 01901

April 8, 2008 12:17 PM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

Subject: Using FMLA for my Son

RIN 1215-AB35

This past October I was fortunate enough to use the Family Medical Leave Act to spend the first two weeks of my son's life with him and his mother. I needed this time to care for my wife and son and would not have been able to do so as comfortably without the FMLA. I am taken care of by the AFL-CIO, AFT MA, and the DOL in this capacity, and am grateful for the FMLA, my sick and personal days, and above all, my son Harrison Stephens McKeen (now twenty-four weeks old!).

Thank you,

Sincerely,
Jeremy McKeen
80 Neptune Blvd
Room 3186
Lynn, MA 01901

Nancee Kaufman-Gross

120 Westchester Blvd. , Kenmore, NY 14217

April 8, 2008 11:59 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I was grateful to be able to use my sick time and then take a leave: I suffered from hyperemesis; a debilitating complication of pregnancy. I then took off the following two years to parent my infant. I was not in the position to do so with my first child. It was very difficult as so many women and families know to return to work and leave an infant. It affects the families in so many ways.

Sincerely,
Nancee Kaufman-Gross
120 Westchester Blvd.
Kenmore, NY 14217

juretha lawson

7937 south may , chicago, IL 60620

April 8, 2008 11:59 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

Without the FLMA I would be harassed at work due to my need to take off work and go to the doctor, or stay home due to fatigue and pain because I have Rheumatoid Arthritis. If the FMLA t is alleviated then I will be discriminated against due to my illness. I will be expected and upheld to the same policies as my healthy co-workers. I did not ask to be diagnosed with RA. No one would wish that on anyone. It's like having a physical handicap. People need and by rights of the Constitution special treatment when they have been handicapped so that they may have access to a good quality of life. This is supposde to be the American way. Let's keep America a good and fair country with the pursuit of happiness available to all.

Sincerely,
Juretha Lawson
7937 south may
Chicago, IL 60620

Jan Carlson

289 Olmsted Road , Riverside, IL 60546

April 8, 2008 10:49 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I have used two FMLA leaves. During my first leave I cared for my sister who was dying of cancer and had two young children. It was the toughest emotional time of my life and my leave made it possible to care for her family as well as my own. Years later I had a leave to care for my elderly mother who lived 1,500 miles away. I have been a stronger professional because I was able to care for my family and return to work without guilt, excessive stress or distractions. As I retire this year, I am positive that without these two leaves, I wouldn't have been able to perform my job to the best of my ability during those dark days of my life.

Sincerely,
Jan Carlson
289 Olmsted Road
Riverside, IL 60546

Deborah Gibson

8787 rhode 8787 rhode, shelby twp, MI 48317

April 8, 2008 10:40 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

My husband was suddenly diagnosed with a hip degeneration. We were told that he needed the surgery ASAP, it was scheduled within two weeks. He was in the hospital for 8 days. He was in a wheel chair for three months, crutches for two months, and last a walker for a month. I was also 8 months pregnant and had a two year old. Most of our family lives 3 plus hours away. I was paid for 6 weeks maternity (twenty of the days were saved up sick days) and went 6 weeks without pay. I was allowed to do so because of the family leave act. I think any changes to the family leave act would be a crime. Many families experience crises much worse than mine and I don't know how I could have returned to work after 6 weeks given my situation.

Sincerely,
Deborah Gibson
8787 rhode
shelby twp, MI 48317

Durella Combs

235 C st , Redwood City, CA 94063

April 8, 2008 10:38 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

My husband's Mother in her 80's had a sudden life threatening heart attack and with out FMLA my husband could not have been by her side. With one of her children dead and another 3,000 miles away my father-in-law also in his 80's would have the burden of this emergency all on his shoulders. We live 3 hrs away from my in-laws and my husband had to take off from work to not only care for his mother but his father also, and with the distance between he could not make it to work. With-out FMLA I doubt my mother-in-law would have had so successful a recovery and I also doubt if my father-in-law would have survived the ordeal either. Our family could not have lived through this emergency without my husbands help and pay check. Americans should not be in the position of having to chose job and livelihood over family. The security that FMLA offered my family saved us life, heartache, and family lives.

Sincerely,
Durella Combs
235 C st
Redwood City, CA 94063

Jill Malkowski

16547 Parkview Ave , Tinley Park, IL 60477

April 8, 2008 10:27 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I used my FMLA in November of 2006 until that following year. FMLA benefits helped me to keep my job secure after having my baby (born premature) and the day after that I became very sick with Bell's Palsy and was unable to work for a year. FMLA helped to keep my job secure while giving me a check that was very helpful, since this was unexpected it was difficult financially as well as emotionally. I would hate to see this benefit being made more difficult for people to use. People who need it are all ready dealing with so much. They don't need to deal with red tape while trying to get the benefits they pay for out of their checks every week.

Sincerely,
Jill Malkowski
16547 Parkview Ave
Tinley Park, IL 60477

Patricia Casey

7716 Scarlett Oak Drive , Plainfield, IL 60586

April 8, 2008 10:27 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

I have had to take three maternity leaves using the FMLA. In the previous years, I was the PRIMARY income in our family. My ex-husband was in the construction business and there were times I was the ONLY income. By using my sick days, I was able to remain employed and collect a paycheck during the times I was recovering from childbirth. I did not always take the full 12 weeks, but missing paychecks during this time would have SEVERELY affected my family's financial situation.

In my most recent childbirth leave, I was the ONLY income in my family as my current husband was providing daycare for my other 2 children. Again, if I had not had the ability to collect a paycheck, there would have been SEVERE consequences for my family.

DO NOT MAKE IT HARDER FOR WORKERS TO USE FMLA!!!!

Sincerely,

Patricia Casey 7716 Scarlett Oak Drive Plainfield, IL 60586

Suzanne Taylor

2819 Observatory Ave , Cincinnati, OH 45208

April 8, 2008 10:25 AM

Comments to the Department of Labor on Proposed Regulatory Changes Implementing the Family and Medical Leave Act of 1993: Don't Make It More Difficult for Workers to Use the FMLA

RIN 1215-AB35

My son was born 10 weeks early and had to stay in the neonatal intensive care unit for 2 months. Without my paid FMLA time, I would not have been able to be with him to help him grow and gain strength during that crucial time in his life.

Sincerely,
Suzanne Taylor
2819 Observatory Ave
Cincinnati, OH 45208