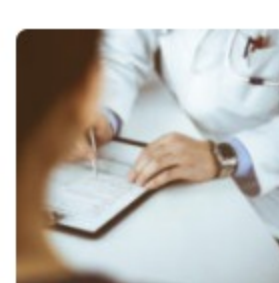


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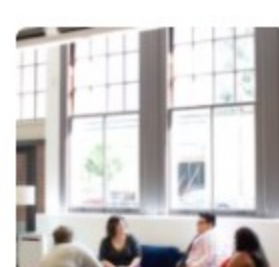
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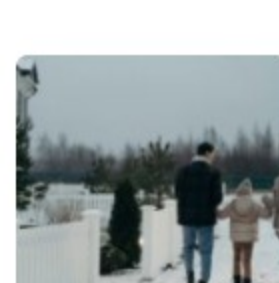
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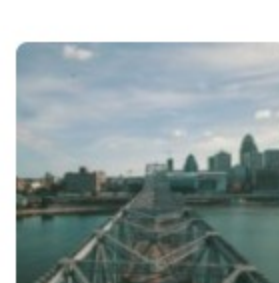
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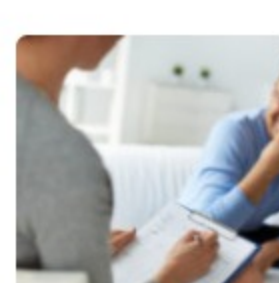
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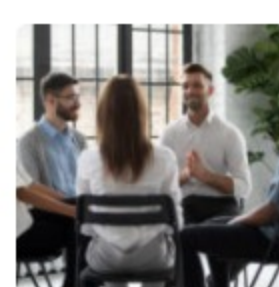
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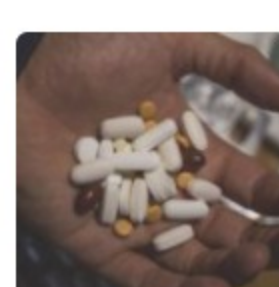
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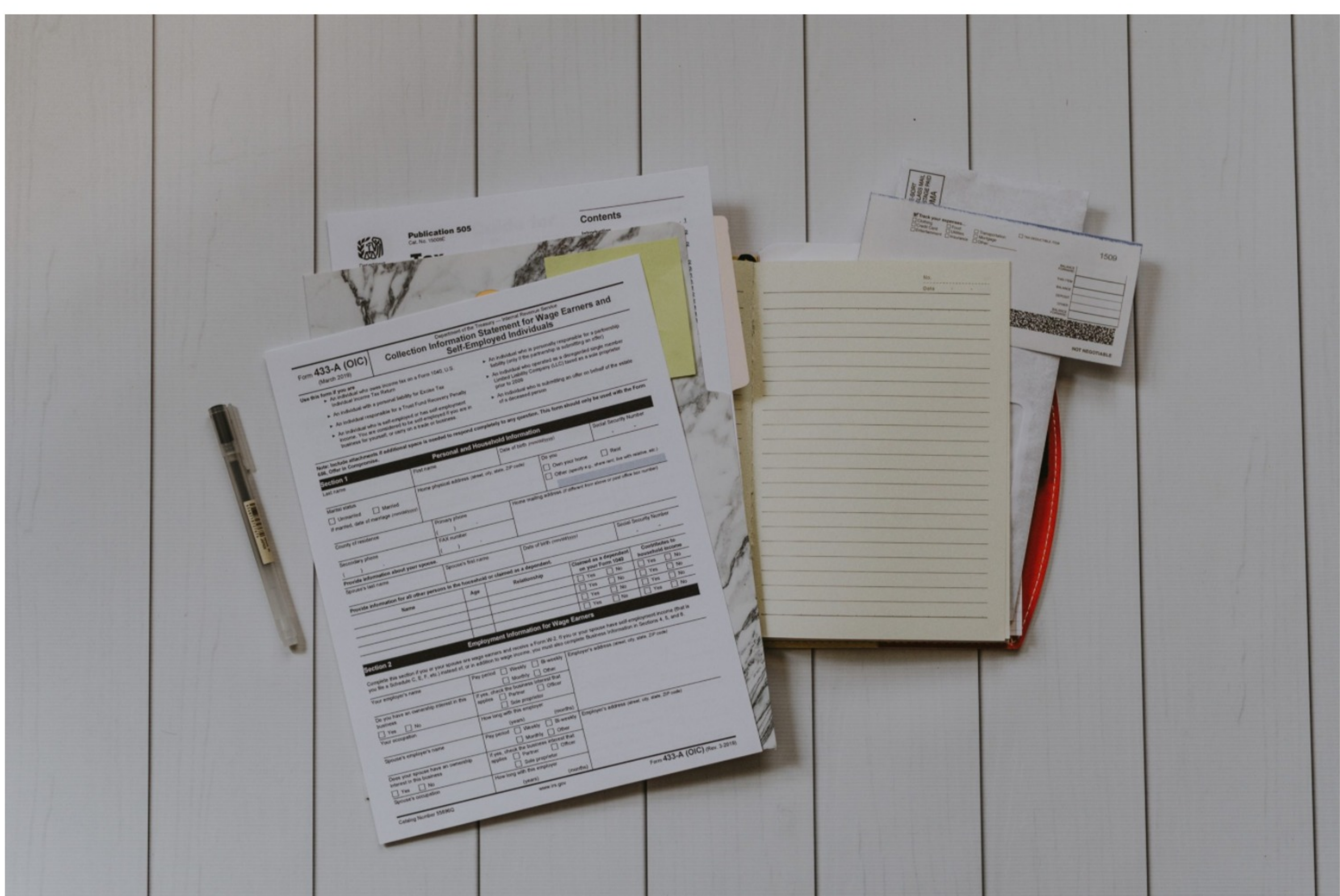
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## Important Family and Medical Leave Act (FMLA) Forms To Review For Alcohol Addiction

Louisville Addiction Treatment Center - July 12, 2021

Alcohol addiction takes time to recover from, as putting in lasting mechanisms of recovery is akin to weeding out harmful behaviors of our past and finding ourselves anew.

However, it's not always easy to take time away from the scope of our responsibilities, and this can prove to be a logistical issue that prevents people from seeking help. Thankfully, the Family and Medical Leave Act (FMLA) provides eligible employees or even enlisted personnel with the means to take unpaid leave from their employment – without losing the security of their job.

If hoping to make use of these entitlements, you need to know of and utilize the correct forms. Below, we will list those worth being familiar with, and what their classification means to you.

Let's begin:

### WH-381 Notice Of Eligibility And Rights & Responsibilities for FMLA

This form needs to be filled out and completed by your employer, proving that you as an employee have been working for their business for a period of at least 12 months. These 12 months must also include a minimum of 1,250 hours worked in the 12 months prior to your FMLA leave request. This is to prove the stability of your employment and your entitlement to the FMLA-abetted leave.

### WH-308-E Certification Of Health Care Provider For A Employee's Serious Health Condition

This form helps provide your employer with proof of you suffering from a serious health condition, one that requires a leave under FMLA to resolve. They will keep a copy for their records.

### WH-308-F Certification Of Health Care Provider For A Family Member's Serious Health Condition

Much like the last form, this form contains medical insight and information regarding a family member you may have to care for while curating their entitlement to FMLA-protected leave.

### WH-382 Designation Notice

This form functions as verification and contract of leave between the parties of employee and employer. It is legally binding and is often verified by an HR representative working for the firm. The WH-382 also provides the exact hour count of your approved leave. It is among one of the last verification processes used to attribute the time of your leave as is appropriate.

### WH-384 Certification Of Qualifying Exigency For Military Family Leave

This form can grant cover for a family member of yours for up to three months (12 weeks) depending on their qualifying exigencies as military personnel on active duty or injured while on duty.

### WH-385 Certification For Serious Injury Or Illness Of Covered Service Member – For Military Family Leave

This form is nearly identical to the prior listed above, but it provides more qualifying exigencies for specifically injured military personnel. This widens the scope of what entitlements you may be eligible for.

### WH-385-V Certification For Serious Injury Or Illness Of A Veteran For Military Caregiver Leave

Most often submitted alongside the WH-385, the WH-385-V is filled out by both the veteran's healthcare provider as well as the caregiver in question. This completes the overall form requirement.

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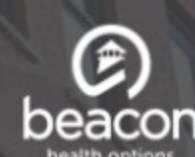
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