

Important Family and Medical Leave Act (FMLA) Forms To Review

If you live or work in Indiana and you have been asked to provide Family and Medical Leave Act (FMLA) forms to your employer, don't stress – read our handy guide to all the essential Family and Medical Leave Act (FMLA) forms you'll need to review.

WH-380-E Certification of Health Care Provider for Employee's Serious Health Condition

This form can be requested by your employer if you experience a severe health condition, and has to be filled in by your healthcare provider. It details the amount of leave you're going to need and why. It also details some of your medical details, which we understand can be concerning. If you have any queries, you can call Evolve Indy in Indiana for advice.

WH-380-F Certification of Health Care Provider for Family Member's Serious Health Condition

If you have a family member with a serious health condition that means you need to take time off work, this form outlines why and how much time. It needs to be completed by your relative's healthcare provider.

WH-381 Notice of Eligibility and Rights & Responsibilities

If you need time off due to any medical or family reason, including because of the military, this is the form you want. In Indiana, the Notice of Eligibility and Rights and Responsibilities covers maternal and paternal issues as well, including by adoption or fostering.

WH-382 Designation Notice

The Designation Notice informs you of how much leave you'll be entitled to, and how much of that counts towards your annual FMLA leave.

WH-384 Certification of Qualifying Exigency For Military Family Leave

This certification is designed to assist you with family matters during a family member's deployment. You do have to provide a reason for requesting FMLA leave in this scenario, but as long as you have a legitimate reason, you should be covered. Things like childcare, or the care of a disabled family member will count.

WH-385 Certification for Serious Injury or Illness of Covered Servicemember – for Military Family Leave

If you need FMLA leave because of a family member injured due to military activities, this is the form you'll be asked to fill in. You may need to get the family member in question to fill out some parts, but if this is not possible, speak to an expert for advice.

WH-385-V Certification for Serious Injury or Illness of a Veteran for Military Caregiver Leave

If you are caring for a sick or injured veteran, filling out this certification is how you apply for the FMLA leave you will need to care for them.

Don't be put off by the formal names of these certifications. They are designed to help you and ensure that everyone in Indiana eligible for FMLA leave gets it when they need it. Once you get your head around the jargon, all you need is to speak to someone like the Evolve Indy for advice, and you can apply for your FMLA leave in peace.



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