

Comment Info: =====

General Comment: FMLA needs to be kept as strong or stronger. My technician had a battle to protect her confidentiality and rights when she was pregnant several years ago. FMLA was being inappropriately forced on her when she was able to work from home. The university even claimed that someone with a cold or flu can be forced on FMLA to use up the FMLA time (decreasing the safety buffer FMLA was supposed to create). Even though I was the supervisor and wanted to provide flexibility to my technician, my supervisors did their best to use irregular interpretations of FMLA to restrict the rights of my technician. If anything FMLA needs to be stronger - then I can protect my essential employees and keep my laboratory operating well. A strong FMLA is good for my lab and my federally funded research program.