

U.S. Department of Labor Wage and Hour Division	Certification of Qualifying Exigency For Military Family Leave	WH-384 Revised June 2020 OMB 1235-0003
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FMLA allows eligible employees to take up to 12 weeks of job-protected leave for qualifying exigencies arising from the foreign deployment of a military member who is the employee's spouse, child, or parent.

SECTION I: EMPLOYEE AND MILITARY MEMBER INFORMATION

Employee

Name: _____

Date: _____

Employer / Organization: _____

Military Member's Name: _____

Relationship to employee:

- ☐ Spouse
- ☐ Child
- ☐ Parent

Military Branch: _____

Deployment Location / Theater (if known): _____

Deployment Start Date: _____

Expected Return Date: _____

SECTION II: QUALIFYING EXIGENCY CATEGORY

Check all qualifying exigency categories that apply to this leave request:

- ☐ Short-notice deployment (7 or fewer calendar days before deployment)
- ☐ Military events and related activities (ceremonies, family support programs)
- ☐ Childcare and school activities (arrange childcare, attend school meetings)
- ☐ Financial and legal arrangements (power of attorney, banking, financial)
- ☐ Counseling (non-medical counseling related to deployment)
- ☐ Rest and recuperation (up to 15 calendar days per deployment)
- ☐ Post-deployment activities (arrival ceremonies, reintegration briefings)
- ☐ Care for a parent of the military member incapable of self-care
- ☐ Additional activities: _____

Leave Begin Date: _____

Leave End Date: _____

Total Hours/Days: _____

SECTION III: MEETING WITH MILITARY PERSONNEL (if applicable)

- ☐ Leave involves a meeting with military personnel or official. (Complete below.)

Name of Military Official: _____

Title / Unit: _____

Meeting Date: _____

Location: _____

Purpose of meeting: _____

SECTION IV: EMPLOYEE CERTIFICATION

I certify that the information provided above is true and correct to the best of my knowledge.

Employee Signature: _____

Date: _____