

Certification for Serious Injury or Illness of a  
Veteran for Military Caregiver Leave  
under the Family and Medical Leave Act

U.S. Department of Labor  
Wage and Hour Division

DO NOT SEND COMPLETED FORM TO THE DEPARTMENT OF LABOR .  
RETURN TO THE PATIENT.

OMB Control Number: 1235-0003  
Expires: 6/30/2026





Employee Name: \_\_\_\_\_

(5) The veteran's medical condition is (Select as appropriate)

- ... A continuation of a serious injury or illness that was incurred or aggravated when the covered veteran was a member of the Armed Forces and rendered the servicemember unable to perform the duties of the servicemember's office, grade, rank, or rating.
- ... A physical or mental condition for which the covered veteran has received a U.S. Department of Veterans Affairs Service Related Disability Rating (VASRD) of 50% or higher, and such VASRD rating is based, in whole or in part on the condition precipitating the need for military caregiver leave.
- ... A physical or mental condition that substantially impairs the covered veteran's ability to secure or follow a substantially gainful occupation by reason of a disability or disabilities related to military service, would do so absent treatment.
- ... An injury, including a psychological injury, on the basis of which the covered veteran is enrolled in the Department of Veterans' Affairs Program of Comprehensive Assistance for Family Caregivers.
- ... None of the above. **Note to Employee:** If this box is checked, you may still be eligible to take leave to care for a covered family member with a "serious health condition" under 29 C.F.R. § 825.113 of the FMLA. If such leave is requested, you may be required to complete DOL FORM WH-380-F or an employer provided form seeking the same information.

Part C: Amount of Leave Needed

For the medical condition checked in Part B, complete all that apply. Some questions seek a response as to the frequency, duration of a condition, treatment, etc. Your answer should be your best estimate based upon your medical knowledge, experience, and examination of the patient. Be as specific as you can; terms "lifetime," "unknown," or "indeterminate" may not be sufficient to determine FMLA military caregiver leave. (i)-(u)2 n (l)-2.6e (r)-m1(i)-(u)2 coavgv