



FOUNDATION FOR
SARCOIDOSIS RESEARCH

January 12, 2025

Jessica Looman
Administrator
Wage and Hour Division
U.S. Department of Labor

Re: FMLA2024-01-A

Dear Administrator Looman,

Thank you for your response to the Foundation for Sarcoidosis Research (FSR) regarding the use of leave under the *Family and Medical Leave Act* (FMLA) (attached for your convenience) for the treatment of a serious health condition when treatment is provided as part of a clinical trial. We sincerely appreciate the time and depth of the analysis provided in the response.

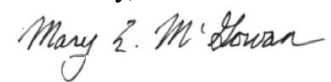
On behalf of our patient community, we are encouraged by the Department of Labor's conclusion is that "when all other FMLA eligibility requirements are met, a serious health condition that involves either inpatient care or continuing treatment by a health care provider, including when such care or treatment involves an individual's voluntary participation in a clinical trial, qualifies the employee to use FMLA leave." This clarification will be influential and immediately impactful to patients with rare and chronic diseases who seek therapy and improved health through clinical trials, especially those from vulnerable and disadvantaged communities.

As a next step, FSR and other organizational leadership from the Coalition for Clinical Trial Equity (CCTE; a coalition led by FSR), would appreciate the opportunity to meet with you and your team to discuss and determine ways in which we can partner to promote awareness of the Department of Labor's opinion regarding clinical trial participation being a permissible use of FMLA leave among employers, stakeholders and the rare and chronic disease community.

If there are dates and times later this month or the next (February) that works best for you to have a virtual discussion, please let us know. You can reach out to Tricha Shivas (tricha@stopsarcoidosis.org), Chief of Staff and Strategy at the Foundation for Sarcoidosis Research, for additional information and/or to provide your availability to meet later this year. We can also look to early next year if that is better for your schedule.

Thank you again for your helpful response and we look forward to working with the Department of Labor to promote the finding that clinical trial participation in treatment of a health condition is a permissible use of FMLA leave.

Sincerely,

A handwritten signature in cursive script that reads "Mary E. McGowan".

Mary E. McGowan
Chief Executive Officer
Foundation for Sarcoidosis Research