

105TH CONGRESS  
1ST SESSION

# S. 183

To amend the Family and Medical Leave Act of 1993 to apply the Act to a greater percentage of the United States workforce, and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

JANUARY 22, 1997

Mr. DODD (for himself, Mr. DASCHLE, Mr. KENNEDY, Mrs. FEINSTEIN, and Mr. KERRY) introduced the following bill; which was read twice and referred to the Committee on Labor and Human Resources

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## A BILL

To amend the Family and Medical Leave Act of 1993 to apply the Act to a greater percentage of the United States workforce, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may cited as the “Family and Medical  
5       Leave Fairness Act of 1997”.

6       **SEC. 2. FINDINGS.**

7       Congress finds that—

8               (1) the Family and Medical Leave Act of 1993  
9       (29 U.S.C. 2601 et seq.) has provided employees

1 with a significant new tool in balancing the needs of  
2 their families with the demands of work;

3 (2) between January 1994 and June 1995,  
4 12,000,000 employees took family and medical leave  
5 with a right to restoration to employment;

6 (3) the Family and Medical Leave Act of 1993  
7 has had a minimal impact on business, and over 90  
8 percent of private employers covered by the Act ex-  
9 perienceed little or no cost and a minimal, or positive,  
10 impact on productivity as a result of the Act;

11 (4) although both employers at workplaces with  
12 large numbers of employees and employers at work-  
13 places with small numbers of employees reported  
14 that compliance with the Family and Medical Leave  
15 Act of 1993 involved very easy administration and  
16 low costs, the smaller employers found it easier and  
17 less expensive to comply with the Act than the larger  
18 employers;

19 (5) only 57 percent of the private workforce is  
20 currently protected by the Family and Medical  
21 Leave Act of 1993; and

22 (6) 13,000,000 more private employees, or an  
23 additional 14 percent of the private workforce, would  
24 be protected by the Family and Medical Leave Act

1 of 1993 if the Act was expanded to cover private  
2 employers with 25 or more employees.

3 **SEC. 3. COVERAGE OF EMPLOYEES.**

4 Paragraphs (2)(B)(ii) and (4)(A)(i) of section 101 of  
5 the Family and Medical Leave Act of 1993 (29 U.S.C.  
6 2611 (2)(B)(ii) and (4)(A)(i)) are amended by striking  
7 “50” each place it appears and inserting “25”.

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