



# The National Coalition to Protect Family Leave

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*The Department of Labor today opened a Notice of Proposed Rulemaking (NPRM) concerning the Family and Medical Leave Act. The following statement can be attributed to Lisa Horn of the National Coalition to Protect Family Leave:*

“We commend the Department of Labor's action and look forward to reviewing the NPRM. The Family and Medical Leave Act has helped millions of workers and their families, but we believe corrections to the regulations are necessary to ensure that the FMLA's numerous benefits remain secure.

“Today's action is the result of a lengthy and comprehensive review of FMLA regulations that included dozens of meetings with employee groups, employers and other stakeholders, tens of thousands of comments to the federal government from employers and employees, numerous other regulatory actions, several congressional hearings and much litigation. As a result of this review, in June of 2007 the Labor Department reported an explosion in sporadic, unscheduled leave, which undermines the many positive aspects of the FMLA.

“Under any new regulations, employees must continue to be able to enjoy the intended benefits of the FMLA. Workers must be able to take time off for the birth or adoption of a child, to take care of a family member with a serious illness, or seek treatment themselves when seriously ill.

“But the FMLA was never intended to turn full-time jobs into part-time jobs and the workplace consequences of unscheduled, sporadic leave were never anticipated.

“Changes to the FMLA should restore the balance Congress intended between employers' needs for employees and employees' need to handle important family and medical issues. We believe new rules can clarify and strengthen the FMLA and ensure that important FMLA protections are available to American workers for decades to come.”

*The National Coalition to Protect Family Leave is a broad-based, non-partisan group of organizations, companies and associations dedicated to protecting the integrity of the Family and Medical Leave Act.*