

No. R-58. House concurrent resolution commemorating the 20th anniversary of the federal Family and Medical Leave Act of 1993.

(H.C.R.30)

Offered by: Representatives Ram of Burlington, Krowinski of Burlington, Buxton of Tunbridge, Clarkson of Woodstock, Cole of Burlington, Copeland-Hanzas of Bradford, Dakin of Chester, Donovan of Burlington, Evans of Essex, Fay of St. Johnsbury, Haas of Rochester, Head of South Burlington, Hooper of Montpelier, Keenan of St. Albans City, Lenex of Shelburne, Lippert of Hinesburg, Manwaring of Wilmington, Martin of Springfield, Masland of Thetford, McCarthy of St. Albans City, Miller of Shaftsbury, O'Brien of Richmond, O'Sullivan of Burlington, Partridge of Windham, Pearson of Burlington, Pugh of South Burlington, Ralston of Middlebury, Spengler of Colchester, Stevens of Waterbury, Sweaney of Windsor, Townsend of South Burlington, Vowinkel of Wilder, Waite-Simpson of Essex, Weed of Enosburgh, Wilson of Manchester, and Wizowaty of Burlington

Offered by: Senators Ashe, Ayer, Baruth, Campbell, Cummings, Fox, Lyons, Pollina, Snelling, White, and Zuckerman

Whereas, on February 5, 1993, President Bill Clinton signed one of the first laws of his presidency, the Family and Medical Leave Act of 1993, Pub. L. No. 103-3, and

Whereas, this historic legislation applied to persons who have been continuously employed for at least a year, have accumulated 1,250 work hours in the past year, and who are employed at an organization with a minimum of 50 employees within a 75-mile radius, and

Whereas, the law as enacted permits qualified employees to take a maximum of 12 weeks of unpaid leave to recover from a personal illness, care for an ill family member, or for maternity or paternity leave, and

Whereas, in 2008, in accordance with Pub. L. No. 110-181, the law's scope was expanded to include new provisions related to unpaid leave for immediate family members of deployed military personnel, and

Whereas, as a way to assess the law's economic impact, in 2012, the U.S. Department of Labor conducted a study, and

Whereas, a key finding was that overall the Act was having a positive effect with minimal burdens on businesses, and

Whereas, three-quarters of the worksites covered by the law reported that administering the law was easy, and

Whereas, 90 percent of the surveyed employers reported that compliance had either a positive or no effect on their business and that intermittent leave was not the burden that had been anticipated, and

Whereas, only 2.5 percent of the surveyed employers reported suspicions of abuse, and an even lower 1.6 percent reported confirmed abuses, and

Whereas, the federal Family and Medical Leave Act has assisted numerous Americans, a majority of whom are women, during times of either a family medical emergency or upon the birth, adoption, or foster placement of a child, and

Whereas, February 5, 2013 marked the 20th anniversary of the federal Family and Medical Leave Act, now therefore be it

Resolved by the Senate and House of Representatives:

That the General Assembly commemorates the 20th anniversary of the federal Family and Medical Leave Act, and be it further

Resolved: That the Secretary of State be directed to send a copy of this resolution to the Vermont Commission on Women.