

FMLA History

- Federal law enacted in 1993
- Helps employees balance work and family
- Federal law allows states to include more expansive provisions



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Slide Show Notes

Let's take a couple of minutes now to review FMLA's history.

- The federal FMLA was signed into law in 1993 in response to the needs of a workforce whose demographics had changed drastically.
- One major demographic change was the influx of women of childbearing age and mothers of young children concerned with child-rearing issues. Another change has been the maturing of the post-World War II baby boom generation, who are now concerned with issues such as disability leaves, medical costs, and insurance coverage. In other words, there is a growing national concern about balancing work and family responsibilities. FMLA is designed to help.
- A majority of states also have laws addressing employee rights to leave. The federal FMLA explicitly provides that states may afford employees more expansive leave rights than those granted under federal law. For example, some state statutes apply to employers who do not meet the size requirements of the FMLA and extend leave obligations to these smaller employers. Some state statutes also allow employees a longer period of leave than the time allowed under federal law, or allow leave for purposes not covered by federal law.

Discuss key provisions of your state medical and leave law that differ from FMLA, if any.