Celebrating The Success Of the Family And Medical Leave Act
September 24, 1996

Across America today, family advocates, business leaders and key legislators will hold news events in 44 states to highlight the success of President Clinton’s Family and Medical Leave Act (FMLA) — and to mark the fourth anniversary of Bob Dole’s vote to sustain then-President George Bush’s veto of the FMLA. President Clinton, Vice President Gore, First Lady Hillary Rodham Clinton, and Tipper Gore will be talking about the FMLA in New Jersey, Louisiana, Connecticut and Tennessee, respectively.

Striking a Balance Between the Workplace and the Home

- The FMLA enables workers to take up to 12 weeks of unpaid leave to care for a newborn or a sick family member without fear of losing their jobs.
- The FMLA was the first piece of legislation the President signed upon taking office in 1992.

Helping Millions of Working Families

- Employees across America have taken 12 million job-protected leaves under the FMLA.
- 67 million employees are eligible for family leave, if and when they need it.
- Two out of five working Americans anticipate needing family and medical leave over the next five years.

Working With Business

- Many employers have found that the FMLA actually saves them money in reduced turnover and enhanced employee productivity.
- The vast majority of employers covered by the FMLA have experienced no or only small increases in administrative and related costs.
- Over three-fourths of covered employers have found it very or somewhat easy to coordinate and administer FMLA benefits.

A Helpful Expansion of Family Leave

- President Clinton proposes to expand the FMLA to allow working parents the option of taking an additional 24 hours of leave each year for parent-teacher conferences and medical check-ups.

Bob Dole On His Commitment to Families

- Bob Dole voted against the FMLA four times.
- Dole filibustered an early version of the Act in 1988, reasoning that “[i]t is not an urgent matter...” Dole explained his opposition to family leave in 1992 by stating, “I don’t think this has anything to do with family values...”
- Bob Dole even opposes the President’s expansion of the FMLA. Earlier this month, Dole asked “why should the federal government be getting into family leave?”