CONGRESSIONAL PROPOSALS TO EXPAND THE FMLA

COVERING EMPLOYEES OF MID-SIZED COMPANIES

The FMLA currently applies only to employers who employ 50 or more employees. The following bills would extend the FMLA to employees of mid-sized companies by lowering the threshold for FMLA coverage:

- Clinton Administration Proposal — Contact: Geri Palast, Assistant Secretary of Labor (202) 219-4692
- S. 183, introduced by Sen. Christopher Dodd (D-Conn.) (25 employees) — Contact: Suzanne Day (202) 224-5630
- H.R. 109, introduced by Rep. William Clay (D-Mo.) (25 employees)* — Contact: Peter Rutledge (202) 225-7117
- H.R. 191, introduced by Rep. Alcee Hastings (D-Fla.) (25 employees)* — Contact: Lindsay Rosenberg (202) 225-1313
- H.R. 234, introduced by Rep. Carolyn Maloney (D-N.Y.) (25 employees)* — Contact: Gail Ravnitsky (202) 225 7944
- H.R. 1373, introduced by Rep. Rosa DeLauro (D-Conn.) (20 employees) — Contact: Catriona Macdonald (202) 225-3661
- S.__ to be introduced by Sen. Edward Kennedy (D-Mass.) (10 employees) — Contact: Susan Green (202) 224-5441

LEAVE FOR OTHER SERIOUS FAMILY NEEDS

The FMLA currently allows employees to take leave for the birth or adoption of a baby; for the employee's serious health condition; or for the serious health condition of the employee's spouse, child, or parent. The following bills would allow employees to take leave for other important family needs:

Education -- 24 hours of unpaid leave per year to participate in children's school activities or literacy training:

- S. 280, introduced by Sen. Patty Murray (D-Wash.) — Contact: Greg Williamson (202) 224-2621
- H.R. 191, introduced by Rep. Alcee Hastings (D-Fla.)* — Contact: Lindsay Rosenberg (202) 225-1313

Education *Plus* Nonemergency Care for Children and Elderly Parents -- 24 hours of unpaid leave per year to participate in school activities as well as to accompany children and older relatives to routine dental or medical appointments:

- H.R. 109, introduced by Rep. William Clay (D-Mo.)* — Contact: Peter Rutledge (202) 225-7117
- H.R. 234, introduced by Rep. Carolyn Maloney (D-N.Y.)* — Contact: Gail Ravnitsky (202) 225-7944
- Clinton Administration proposal — Contact: Geri Palast, Assistant Secretary of Labor (202) 219-4692

Domestic Violence -- Permits employees to use FMLA leave to deal with the direct results of domestic violence and its aftermath.

- S. 367, introduced by Sen. Paul Wellstone (D-Minn.) — Contact: Charlotte Oldham-Moore (202) 224-5641
- H.R. 851, introduced by Rep. Lucille Roybal-Allard (D-Cal.) — Contact: Ellen Riddleberger (202) 225-1766

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*H.R. 109, H.R. 191, and H.R. 234 both lower the coverage threshold *and* provide for leave for other serious family needs.

An Expanded FMLA Would Not Hurt Small Businesses

The FMLA already covers some small worksites that have fewer than 50 employees. Worksites with fewer than 50 employees are covered by the FMLA if they are part of a larger company with at least 50 employees within a 75-mile radius. According to the bipartisan Family Leave Commission, the majority of the 58,000 covered worksites of 25 to 49 employees found it easy and inexpensive to comply with the FMLA:

- 93% of covered worksites with 25 to 49 employees found it very or somewhat easy to determine worksite coverage, and 98% found it very or somewhat easy to determine employee eligibility.
- These smaller businesses found complying with the FMLA even easier than larger employers.
- 75% of covered worksites with 25 to 49 employees experienced little or no increase in their administrative costs; 89% experienced little or no increase in benefits costs; 83% experienced little or no increase in hiring and training costs, and 95% experienced little or no increase in other costs.

The Family Leave Commission also found that covered businesses' actual experiences with the FMLA were much more positive than non-covered businesses anticipated:

- Although almost 17% of non-covered worksites anticipated that complying with the FMLA would require a large increase in administrative costs, only 1.4% of covered worksites actually experienced a large increase.
- Although more than 18% of non-covered worksites anticipated a large increase in hiring/training costs, only 1% of covered worksites actually experienced a large increase.

ENDNOTES:

1. Except where noted, data come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program," (1995) and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

2. A Workable Balance: Report to Congress on Family and Medical Leave Policies (Family Leave Commission, 1996).

Family and Medical Leave

LOWERING
THE THRESHOLD

AMERICA'S WORKING FAMILIES NEED THE FMLA TO COVER MORE EMPLOYEES

The FMLA has benefitted businesses as well as families. More employees, however, should have access to its provisions. An expanded FMLA would give people who work for smaller employers the same benefits that others already enjoy.

The FMLA Helps Millions of American Working Families[1]

The Family and Medical Leave Act provides for 12 weeks' unpaid leave every year for eligible employees. Currently, it applies to employers of at least 50 employees, covering 57.5% of this country's private workforce, or almost 55 million private employees. 66% of the entire workforce, including government employees, is covered. More than 12 million working Americans have taken family or medical leave since the FMLA became law.[2]

More American Working Families Need the Protection of the FMLA

Because the FMLA applies only to employers of at least 50 employees, **almost 41 million private employees (almost 43% of the private workforce) are not protected by the FMLA**.

If the FMLA applied to employers of 25 or more, it would cover:

- 71.3% of the private workforce.
- More than 13 million additional privately employed workers, for a total of more than 68 million private employees across the United States.
- 11.2% of private employers.

FMLA Coverage in the United States

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	54,619,688	13,084,394	67,704,082
% Employees covered	57.5%	13.8%	71.3%
# Employers covered	322,579	431,843	754,422
% Employers covered	4.8%	6.4%	11.2%

Family and Medical Leave

ALABAMA
MIDDLE SOUTH REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *ALABAMA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are <u>not</u> covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

<u>Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave.</u> The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN ALABAMA?

The chart below shows the numbers and rates of private-sector employees and employers in Alabama: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 204,663 more Alabamans (14.4% of the private workforce) would have the right to take FMLA leave.
- 70.2% of all Alabama's private *employees* would be covered by the FMLA -- the lowest rate in the Middle South, but only 1.1% lower than in the U.S. overall.
- Only an additional 7.1% of Alabama's private *employers* would be newly covered by the FMLA, yet this places Alabama among the 10 states in the nation with the highest increases in the percentage of covered employers.

FMLA Coverage in Alabama

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	791,233	204,663	995,896
% Employees covered	55.8%	14.4%	70.2%
# Employers covered	4,785	6,743	11,528
% Employers covered	5.0%	7.1%	12.1%

(over)

ENDNOTES:

1. The Middle South region includes: Alabama, Kentucky, Mississippi, Tennessee. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

For other state fact sheets, or for information about the FMLA, please contact the Women's Legal Defense Fund at 202/986-2600. WLDF, a national advocate for women and families, chairs the national Family and Medical Leave Coalition, a diverse coalition of more than 250 groups that worked to enact the FMLA and continues to monitor its implementation.

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Family and Medical Leave

ALASKA
PACIFIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *ALASKA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN ALASKA?

The chart below shows the numbers and rates of private-sector employees and employers in Alaska: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 27,151 more Alaskans would have the right to take FMLA leave.
- An additional 15.5% of Alaska's private *employees* would be newly covered by the FMLA -- the 10th highest increase in the nation.
- Because of its small population, Alaska would rank last in the nation for number of people covered by the FMLA.
- Of all states in the country, Alaska would have the smallest number (901) of private *employers* newly covered by the FMLA.

FMLA Coverage in Alaska

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	82,040	27,151	109,191
% Employees covered	46.9%	15.5%	62.4%
# Employers covered	548	901	1,449
% Employers covered	3.4%	5.6%	9.0%

(over)

ENDNOTES:

1. The Pacific region includes: Alaska, California, Hawaii, Oregon, Washington. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

ARIZONA
MOUNTAIN REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *ARIZONA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN ARIZONA?

The chart below shows the numbers and rates of private-sector employees and employers in Arizona: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 202,834 more Arizonans (13.6% of the private workforce) would have the right to take FMLA leave.
- 72.7% of all Arizona's private *employees* would be covered by the FMLA -- only 12 states would have higher employee coverage.
- The percentage of all Arizona's private *employers* covered by the FMLA would be 11.7% -- just above the U.S. overall rate of 11.2%.

FMLA Coverage in Arizona

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	884,824	202,834	1,087,658
% Employees covered	59.1%	13.6%	72.7%
# Employers covered	4,999	6,700	11,699
% Employers covered	5.0%	6.7%	11.7%

(over)

ENDNOTES:

1. The Mountain region includes: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

ARKANSAS
SOUTH CENTRAL REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *ARKANSAS*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN ARKANSAS?

The chart below shows the numbers and rates of private-sector employees and employers in Arkansas: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 119,366 more people in Arkansas would have the right to take FMLA leave.
- 13.8% of Arkansas' private *employees* would be newly covered by the FMLA -- the same increase as in the U.S. overall.
- An additional 6.4% of Arkansas' private *employers* would be newly covered by the FMLA -- again, the same increase as in the U.S. overall.
- The total percentage of Arkansas private *employers* covered by the FMLA would be just 10.9% -- the lowest in the South Central region.

FMLA Coverage in Arkansas

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	483,277	119,366	602,643
% Employees covered	55.9%	13.8%	69.7%
# Employers covered	2,785	3,979	6,764
% Employers covered	4.5%	6.4%	10.9%

(over)

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ENDNOTES:

1. The South Central region includes: Arkansas, Louisiana, Oklahoma, Texas. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

CALIFORNIA
PACIFIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *CALIFORNIA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN CALIFORNIA?

The chart below shows the numbers and rates of private-sector employees and employers in California: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 1,518,241 more people in California would have the right to take FMLA leave. California would rank 1st in the nation for the number of people newly covered by the FMLA.
- An additional 14.5% of California's private *employees* would be newly covered by the FMLA -- well above the national average of 13.8%.
- 70.0% of all *employees* in California's private workforce would be covered by the FMLA -- the highest rate in the Pacific region.

FMLA Coverage in California

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	5,813,391	1,518,241	7,331,632
% Employees covered	55.5%	14.5%	70.0%
# Employers covered	37,145	50,109	87,254
% Employers covered	4.1%	5.5%	9.6%

(over)

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- Only an additional 5.5% of California's private *employers* would be newly covered by the FMLA -- only Maine, Montana, and Washington, would have smaller increases in the percentage of covered employers.

- Only 9.6% of all California's private *employers* would be covered by the FMLA, placing California among the 10 states in the nation with the lowest levels of total employer coverage in the country.

ENDNOTES:

1. The Pacific region includes: Alaska, California, Hawaii, Oregon, Washington. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

COLORADO
MOUNTAIN REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *COLORADO*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are <u>not</u> covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

<u>Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave.</u> The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN COLORADO?

The chart below shows the numbers and rates of private-sector employees and employers in Colorado: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 228,653 more people in Colorado (15.3% of the private workforce) would have the right to take FMLA leave -- more people than in any other state in the Mountain region.
- A total of 67.5% of Colorado's private *employees* would be newly covered by the FMLA -- below the national average of 71.3% but above the Mountain regional average of 64.2%.
- Only 11.0% of all Colorado's private *employers* would be covered by the FMLA -- below the national rate of 11.2%.

FMLA Coverage in Colorado

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	777,984	228,653	1,006,637
% Employees covered	52.2%	15.3%	67.5%
# Employers covered	5,172	7,528	12,700
% Employers covered	4.5%	6.5%	11.0%

(over)

ENDNOTES:

1. The Mountain region includes: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

CONNECTICUT
NEW ENGLAND REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *CONNECTICUT*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN CONNECTICUT?

The chart below shows the numbers and rates of private-sector employees and employers in Connecticut: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 170,104 more people in Connecticut (12.8% of the private workforce) would have the right to take FMLA leave.
- 71.1% of all Connecticut's private *employees* would be covered by the FMLA -- the 2nd highest level in New England.
- The total percentage of Connecticut's private *employers* covered by the FMLA would be 10.0% -- below the national rate of 11.2% and lower than in 38 other states.

FMLA Coverage in Connecticut

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	772,268	170,104	942,372
% Employees covered	58.3%	12.8%	71.1%
# Employers covered	4,310	5,646	9,956
% Employers covered	4.3%	5.7%	10.0%

(over)

ENDNOTES:

1. The New England region includes: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

DELAWARE
SOUTH ATLANTIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *DELAWARE*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN DELAWARE?

The chart below shows the numbers and rates of private-sector employees and employers in Delaware: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 34,812 more people in Delaware would have the right to take FMLA leave.

- Although only an additional 11.5% of Delaware private *employees* would be newly covered by the FMLA -- the lowest increase in the nation -- 74.2% of all Delaware's private employees would be covered by the FMLA -- the 7th highest rate in the nation.

- Only an additional 5.9% of Delaware's private *employers* would be newly covered by the FMLA -- a lower increase than in 35 other states.

FMLA Coverage in Delaware

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	189,172	34,812	223,984
% Employees covered	62.7%	11.5%	74.2%
# Employers covered	924	1,162	2,086
% Employers covered	4.7%	5.9%	10.6%

(over)

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ENDNOTES:

1. The South Atlantic region includes: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer", and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

For other state fact sheets, or for information about the FMLA, please contact the Women's Legal Defense Fund at 202/986-2600. WLDF, a national advocate for women and families, chairs the national Family and Medical Leave Coalition, a diverse coalition of more than 250 groups that worked to enact the FMLA and continues to monitor its implementation.

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Family and Medical Leave

DISTRICT OF COLUMBIA
SOUTH ATLANTIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN THE *DISTRICT OF COLUMBIA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN THE DISTRICT OF COLUMBIA?[3]

The chart below shows the numbers and rates of private-sector employees and employers in District of Columbia: who are currently covered by the federal FMLA (Size of Employer is 50+); who work for companies of 25-49 employees (Size of Employer is 25-49); and who work for companies of 25 or more employees (Size of Employer is 25+).

- 43,877 people in D.C. (11.8% of the private workforce) work for companies with between 25 and 49 employees. If it were not for the D.C. FMLA, they would not now have the right to take FMLA leave.
- 75.8% of all D.C.'s private *employees* work for companies of 25 or more employees -- the 2nd highest rate in the nation.
- The total percentage of D.C.'s private *employers* of 25 or more employees is only 11.0% -- just below the overall U.S. rate of 11.2%.

FMLA Coverage in the District of Columbia

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	238,323	43,877	282,200
% Employees covered	64.0%	11.8%	75.8%
# Employers covered	1,290	1,438	2,728
% Employers covered	5.2%	5.8%	11.0%

(over)

ENDNOTES:

1. The South Atlantic region includes: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

3. D.C. law already provides that employees of businesses of 20 or more employees are entitled to take family leave to care for family members (16 weeks every 2 years) and medical leave to recover from their own serious health conditions (an additional 16 weeks every 2 years). Expanding the federal FMLA would thus have limited impact on D.C. employers of 25-49 employees and the employees that work for them. D.C.'s law is largely co-extensive with the federal law.

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Family and Medical Leave

FLORIDA
SOUTH ATLANTIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *FLORIDA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN FLORIDA?

The chart below shows the numbers and rates of private-sector employees and employers in Florida who: are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 676,403 more Floridians (13.2% of the private workforce) would have the right to take FMLA leave.
- Florida would rank 4th in the nation for numbers of both *employees* and *employers* newly covered by the FMLA.
- Only additional 5.9% of Florida's private *employers* would be newly covered by the FMLA -- a lower increase than in 35 other states.
- The total percentage of Florida's private *employers* covered by the FMLA would be only 10.5% -- below the rate of 33 other states.

FMLA Coverage in Florida

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	2,942,258	676,403	3,618,661
% Employees covered	57.2%	13.2%	70.4%
# Employers covered	17,315	22,152	39,467
% Employers covered	4.6%	5.9%	10.5%

(over)

ENDNOTES:

1. The South Atlantic region includes: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

GEORGIA
SOUTH ATLANTIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *GEORGIA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN GEORGIA?

The chart below shows the numbers and rates of private-sector employees and employers in Georgia: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 384,518 more Georgians (14.0% of the private workforce) would have the right to take FMLA leave. Georgia would rank 10th in the nation for people who would be newly covered by the FMLA.
- 72.5% of all Georgia's private *employees* would be covered by the FMLA -- the 13th highest rate in the nation.
- An additional 7.0% of Georgia's private *employers* would be newly covered by the FMLA -- above the national average of 6.4% and the 5th highest increase in the nation (along with Missouri and Virginia).

FMLA Coverage in Georgia

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	1,605,380	384,518	1,989,898
% Employees covered	58.5%	14.0%	72.5%
# Employers covered	9,705	12,663	22,368
% Employers covered	5.4%	7.0%	12.4%

(over)

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- The total percentage of Georgia's private *employers* covered by the FMLA would be 12.4% -- among the 10 highest rates in the nation, but only 1.2% above the national average of 11.2%.

ENDNOTES:

1. The South Atlantic region includes: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

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Family and Medical Leave

HAWAII
PACIFIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *HAWAII*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN HAWAII?

The chart below shows the numbers and rates of private-sector employees and employers in Hawaii: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 64,606 more Hawaiians (15.0% of the private workforce) would have the right to take FMLA leave.
- 67.7% of all Hawaii's private *employees* would be covered by the FMLA -- the second highest (after California) in the total percentage of covered *employees* in the Pacific region.
- An additional 6.8% of Hawaii's private *employers* would be newly covered by the FMLA -- the highest increase in the region and just above the national average of 6.4%.

FMLA Coverage in Hawaii

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	226,192	64,606	290,798
% Employees covered	52.7%	15.0%	67.7%
# Employers covered	1,454	2,133	3,587
% Employers covered	4.6%	6.8%	11.4%

(over)

- The total percentage of Hawaii's private *employers* covered by the FMLA would be 11.4% -- the highest rate of employer coverage in the region, and again just above the national rate of 11.2%.

ENDNOTES:

1. The Pacific region includes: Alaska, California, Hawaii, Oregon, Washington. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

ILLINOIS
MIDWEST REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *ILLINOIS*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN ILLINOIS?

The chart below shows the numbers and rates of private-sector employees and employers in Illinois: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 573,788 more people in Illinois (12.4% of the private workforce) would have the right to take FMLA leave. Illinois would rank 5th in the nation and the highest in the Midwest for the number of people newly covered by the FMLA.
- More than 3 out of 4 (75.4%) Illinois' private *employees* would be covered by the FMLA -- the 3rd highest rate in the nation and the highest in the Midwest.
- Only an additional 6.8% of Illinois' private *employers* would be covered by the FMLA -- the lowest increase in the Midwest.

FMLA Coverage in Illinois

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	2,919,950	573,788	3,493,738
% Employees covered	63.0%	12.4%	75.4%
# Employers covered	15,921	18,819	34,740
% Employers covered	5.7%	6.8%	12.5%

(over)

ENDNOTES:

1. The Midwest region includes: Illinois, Indiana, Michigan, Ohio, Wisconsin. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

INDIANA
MIDWEST REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *INDIANA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN INDIANA?

The chart below shows the numbers and rates of private-sector employees and employers in Indiana: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 321,659 more Indianans would have the right to take FMLA leave.
- 13.9% of Indiana's private *employees* would be newly covered by the FMLA -- the highest increase in the percentage of covered *employees* in the Midwest.
- 73.4% of all Indiana's private *employees* would be covered by the FMLA -- the 9th highest rate in the country (tied with Wisconsin).

FMLA Coverage in Indiana

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	1,379,005	321,659	1,700,664
% Employees covered	59.5%	13.9%	73.4%
# Employers covered	8,140	10,545	18,685
% Employers covered	5.8%	7.5%	13.3%

(over)

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- An additional 7.5% of Indiana's private *employers* would be covered by the FMLA -- the highest increase in the nation (along with Wisconsin and Utah), but only 0.3% higher than the Midwest regional average.

- The total percentage of Indiana's private *employers* covered by the FMLA would be 13.3% -- the 2nd highest rate in the nation (tied with Wisconsin), but again only 0.3% higher than the Midwest regional average.

ENDNOTES:

1. The Midwest region includes: Illinois, Indiana, Michigan, Ohio, Wisconsin. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

IDAHO
MOUNTAIN REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *IDAHO*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN IDAHO?

The chart below shows the numbers and rates of private-sector employees and employers in Idaho: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 60,318 more people in Idaho would have the right to take FMLA leave.
- An additional 16.2% of Idaho's private *employees* would be newly covered by the FMLA -- the 6th highest increase in the nation.
- Idaho would rank among the 3 states in the nation with the lowest levels of total coverage for both *employees* (59.6%) and *employers* (8.9%) in the private sector. (The other 2 states would be Wyoming and Montana).

FMLA Coverage in Idaho

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	161,770	60,318	222,088
% Employees covered	43.4%	16.2%	59.6%
# Employers covered	1,086	2,047	3,133
% Employers covered	3.1%	5.8%	8.9%

(over)

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ENDNOTES:

1. The Mountain region includes: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

IOWA
NORTH CENTRAL REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *IOWA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN IOWA?

The chart below shows the numbers and rates of private-sector employees and employers in Iowa: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 154,623 more people in Iowa would have the right to take FMLA leave.
- An additional 14.3% of Iowa's private *employees* would be newly covered by the FMLA -- above the national average of 13.8%.
- Only an additional 6.4% of Iowa's private *employers* would be newly covered by the FMLA -- the same increase as in the U.S. overall.

FMLA Coverage in Iowa

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	569,551	154,623	724,174
% Employees covered	52.8%	14.3%	67.1%
# Employers covered	3,586	5,118	8,704
% Employers covered	4.5%	6.4%	10.9%

(over)

ENDNOTES:

1. The North Central region includes: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

KANSAS
NORTH CENTRAL REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *KANSAS*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN KANSAS?

The chart below shows the numbers and rates of private-sector employees and employers in Kansas: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 142,445 more Kansans would have the right to take FMLA leave.
- 15.3% of Kansas' private *employees* would be newly covered by the FMLA -- above both the national average of 13.8% and the North Central regional average of 14.7%.
- The total percentage of in Kansas' private *employers* covered by the FMLA would be 11.1% -- just above the North Central regional average of 10.9% and below the overall U.S. rate of 11.2%.

FMLA Coverage in Kansas

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	480,727	142,445	623,172
% Employees covered	51.6%	15.3%	66.9%
# Employers covered	3,109	4,736	7,845
% Employers covered	4.4%	6.7%	11.1%

(over)

ENDNOTES:

1. The North Central region includes: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

For other state fact sheets, or for information about the FMLA, please contact the Women's Legal Defense Fund at 202/986-2600. WLDF, a national advocate for women and families, chairs the national Family and Medical Leave Coalition, a diverse coalition of more than 250 groups that worked to enact the FMLA and continues to monitor its implementation.

Women's Legal Defense Fund
1875 Connecticut Avenue, NW, Suite 710
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Family and Medical Leave

KENTUCKY
MIDDLE SOUTH REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *KENTUCKY*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN KENTUCKY?

The chart below shows the numbers and rates of private-sector employees and employers in Kentucky: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 190,989 more people in Kentucky would have the right to take FMLA leave.
- 14.7% of Kentucky's private *employees* would be newly covered by the FMLA -- well above the national average of 13.8% and the highest increase in the percentage of covered *employees* in the Middle South region.
- An additional 7.3% of Kentucky's private *employers* would be covered by the FMLA -- the 3rd highest increase in the nation (along with Ohio and Louisiana) but only 0.3% above the Middle South regional average of 7.0%.

FMLA Coverage in Kentucky

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	732,180	190,989	923,169
% Employees covered	56.3%	14.7%	71.0%
# Employers covered	4,546	6,322	10,868
% Employers covered	5.2%	7.3%	12.5%

(over)

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ENDNOTES:

1. The Middle South region includes: Alabama, Kentucky, Mississippi, Tennessee. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

LOUISIANA
SOUTH CENTRAL REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *LOUISIANA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN LOUISIANA?

The chart below shows the numbers and rates of private-sector employees and employers in Louisiana: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 214,941 more Louisianans would have the right to take FMLA leave.
- 15.8% of all Louisiana's private *employees* would be newly covered by the FMLA, placing Louisiana among the 10 states in the nation with the highest increases of covered *employees*.
- An additional 7.3% of Louisiana's private *employers* would be covered by the FMLA -- the 3rd highest increase in the nation (along with Ohio and Kentucky) but only 0.3% higher than the South Central regional average of 7.0%.

FMLA Coverage in Louisiana

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	718,801	214,941	933,742
% Employees covered	52.8%	15.8%	68.6%
# Employers covered	4,725	7,143	11,868
% Employers covered	4.9%	7.3%	12.2%

(over)

ENDNOTES:

1. The South Central region includes: Arkansas, Louisiana, Oklahoma, Texas. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

MAINE
NEW ENGLAND REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *MAINE*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN MAINE?[3]

The chart below shows the numbers and rates of private-sector employees and employers in Maine: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 59,953 more people in Maine (14.3% of the private workforce) would have the right to take FMLA leave.
- An additional 5.4% of Maine's private *employers* would be covered by the FMLA -- the 2nd lowest increase in the nation (along with Washington).
- The total percentage of Maine's private *employers* covered by the FMLA would be only 9.2% -- the 6th lowest rate in the nation.

FMLA Coverage in Maine

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	212,909	59,953	272,862
% Employees covered	50.9%	14.3%	65.2%
# Employers covered	1,389	1,978	3,367
% Employers covered	3.8%	5.4%	9.2%

(over)

ENDNOTES:

1. The New England region includes: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

3. In Maine, employees who work for businesses with 25 or more employees have the right to take limited family or medical leave (10 weeks every 2 years) under state law. Expanding the federal FMLA would give Maine employees in companies of between 25 and 49 employees the right to the full FMLA leave period of 12 weeks each year.

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Family and Medical Leave

MARYLAND
SOUTH ATLANTIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *MARYLAND*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN MARYLAND?

The chart below shows the numbers and rates of private-sector employees and employers in Maryland: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 243,400 more people in Maryland (14.3% of the private workforce) would have the right to take FMLA leave.
- 70.1% of all Maryland's private *employees* would be covered by the FMLA -- slightly below the national rate of 71.3%.
- The total percentage of Maryland's private *employers* covered by the FMLA would be 10.4% -- the lowest level in the South Atlantic region and lower than in 35 other states.

FMLA Coverage in Maryland

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	952,519	243,400	1,195,919
% Employees covered	55.8%	14.3%	70.1%
# Employers covered	5,923	7,998	13,921
% Employers covered	4.4%	6.0%	10.4%

(over)

ENDNOTES:

1. The South Atlantic region includes: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

MASSACHUSETTS
NEW ENGLAND REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *MASSACHUSETTS*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN MASSACHUSETTS?

The chart below shows the numbers and rates of private-sector employees and employers in Massachusetts: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 319,308 more people in Massachusetts (12.9% of the private workforce) would have the right to take FMLA leave. Massachusetts would have the most people newly covered by the FMLA in the New England region.
- 72.8% of all Massachusetts' private *employees* would be covered by the FMLA -- the highest rate in the New England region.
- An additional 6.5% of Massachusetts' private *employers* would be covered by the FMLA -- the highest increase in New England and just over the national average of 6.4%.

FMLA Coverage in Massachusetts

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	1,483,486	319,308	1,802,794
% Employees covered	59.9%	12.9%	72.8%
# Employers covered	8,518	10,535	19,053
% Employers covered	5.2%	6.5%	11.7%

(over)

ENDNOTES:

1. The New England region includes: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

MICHIGAN
MIDWEST REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *MICHIGAN*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN MICHIGAN?

The chart below shows the numbers and rates of private-sector employees and employers in Michigan: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 437,375 more people in Michigan (12.4% of the private workforce) would have the right to take FMLA leave. This would rank Michigan 8th in the nation for the most people newly covered by the FMLA.

- 74.9% of all Michigan's private *employees* would be covered by the FMLA, placing Michigan among the 10 states with the highest rates in the nation.

- The total percentage of Michigan's private *employers* covered by the FMLA would be 12.4% -- among the 10 highest rates in the nation.

FMLA Coverage in Michigan

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	2,196,949	437,375	2,634,324
% Employees covered	62.5%	12.4%	74.9%
# Employers covered	11,552	14,359	25,911
% Employers covered	5.5%	6.9%	12.4%

(over)

ENDNOTES:

1. The Midwest region includes: Illinois, Indiana, Michigan, Ohio, Wisconsin. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

MINNESOTA
NORTH CENTRAL REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *MINNESOTA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN MINNESOTA?

The chart below shows the numbers and rates of private-sector employees and employers in Minnesota: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 259,654 more Minnesotans (13.5% of the private workforce) would have the right to take FMLA leave.
- 72.2% of all Minnesota's private *employees* would be covered by the FMLA -- the highest rate in the North Central region.
- Only an additional 6.8% of Minnesota's private *employers* would be newly covered by the FMLA -- 0.4% above the national and North Central regional averages, both of 6.4%.

FMLA Coverage in Minnesota

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	1,131,532	259,654	1,391,186
% Employees covered	58.7%	13.5%	72.2%
# Employers covered	6,558	8,579	15,137
% Employers covered	5.2%	6.8%	12.0%

(over)

ENDNOTES:

1. The North Central region includes: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

MISSISSIPPI
MIDDLE SOUTH REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *MISSISSIPPI*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN MISSISSIPPI?

The chart below shows the numbers and rates of private-sector employees and employers in Mississippi: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 107,230 more Mississippians (12.8% of the private workforce) would have the right to take FMLA leave.
- 71.1% of all Mississippi's private *employees* would be covered by the FMLA -- almost equal to the national rate of 71.3%.
- Only an additional 6.3% of Mississippi's private *employers* would be newly covered by the FMLA -- the lowest increase in the Middle South region.
- The total percentage of Mississippi's private *employers* covered by the FMLA would be 11.3% -- the lowest rate in the Middle South.

FMLA Coverage in Mississippi

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	490,372	107,230	597,602
% Employees covered	58.3%	12.8%	71.1%
# Employers covered	2,793	3,561	6,354
% Employers covered	5.0%	6.3%	11.3%

(over)

ENDNOTES:

1. The Middle South region includes: Alabama, Kentucky, Mississippi, Tennessee. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

MISSOURI
NORTH CENTRAL REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *MISSOURI*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN MISSOURI?

The chart below shows the numbers and rates of private-sector employees and employers in Missouri: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 295,517 more Missourians would have the right to take FMLA leave. Missouri would have the most people newly covered by the FMLA in the North Central region.
- An additional 14.4% of Missouri's private *employees* would be newly covered by the FMLA -- well above the national average of 13.8%.
- The total percentage of Missouri's private *employers* covered by the FMLA would be 12.0% -- tied with Minnesota for the highest rate in the North Central region.

FMLA Coverage in Missouri

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	1,160,093	295,517	1,455,610
% Employees covered	56.6%	14.4%	71.0%
# Employers covered	6,962	9,790	16,752
% Employers covered	5.0%	7.0%	12.0%

(over)

ENDNOTES:

1. The North Central region includes: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

MONTANA
MOUNTAIN REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *MONTANA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN MONTANA?

The chart below shows the numbers and rates of private-sector employees and employers in Montana: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 46,419 more people in Montana would have the right to take FMLA leave.
- An additional 17.9% of Montana's private *employees* would be covered by the FMLA -- the 2nd highest increase in the nation.
- For the first time, over half -- 54.2% -- of all Montana's private *employees* would be covered by the FMLA -- but this is still the 2nd lowest rate in the nation.
- An additional 5.0% of Montana's private *employers* would be newly covered by the FMLA -- the lowest increase in the nation.

FMLA Coverage in Montana

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	94,343	46,419	140,762
% Employees covered	36.3%	17.9%	54.2%
# Employers covered	754	1,557	2,311
% Employers covered	2.4%	5.0%	7.4%

(over)

- 7.4% of all Montana's private *employers* would be covered by the FMLA, keeping Montana the state with the lowest rate of private employer coverage in the nation.

ENDNOTES:

1. The Mountain region includes: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

For other state fact sheets, or for information about the FMLA, please contact the Women's Legal Defense Fund at 202/986-2600. WLDF, a national advocate for women and families, chairs the national Family and Medical Leave Coalition, a diverse coalition of more than 250 groups that worked to enact the FMLA and continues to monitor its implementation.

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Family and Medical Leave

NEBRASKA
NORTH CENTRAL REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *NEBRASKA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 43% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN NEBRASKA?

The chart below shows the numbers and rates of private-sector employees and employers in Nebraska: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 86,108 more Nebraskans (13.6% of the private workforce) would have the right to take FMLA leave.
- 69.2% of all Nebraska's private *employees* would be covered by the FMLA, above the North Central regional average of 67.1%.
- An additional 6.5% of Nebraska's private *employers* would be newly covered by the FMLA -- just 0.1% above the national and North Central regional averages, both of 6.4%.

FMLA Coverage in Nebraska

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	352,695	86,108	438,803
% Employees covered	55.6%	13.6%	69.2%
# Employers covered	2,005	2,884	4,889
% Employers covered	4.5%	6.5%	11.0%

(over)

ENDNOTES:

1. The North Central region includes: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota. Regions defined by U.S. Department of Commerce, Bureau of the Census, "Estimates of the Population of States: July 1, 1990 - July 1, 1996." [DOUBLE CHECK]

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

NEVADA
MOUNTAIN REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *NEVADA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN NEVADA?

The chart below shows the numbers and rates of private-sector employees and employers in Nevada: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 80,243 more Nevadans (12.0% of the private workforce) would have the right to take FMLA leave.
- 74.7% of all Nevada's private *employees* would be covered by the FMLA -- the 5th highest rate in the nation and the highest in the Mountain region.
- An additional 6.9% of Nevada's private *employers* would be newly covered by the FMLA -- 0.5% higher than the national average of 6.4% and 0.6% higher than the Mountain region average of 6.3%.

FMLA Coverage in Nevada

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	420,708	80,243	500,951
% Employees covered	62.7%	12.0%	74.7%
# Employers covered	1,948	2,675	4,623
% Employers covered	5.1%	6.9%	12.0%

(over)

ENDNOTES:

1. The Mountain region includes: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

NEW HAMPSHIRE
NEW ENGLAND REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *NEW HAMPSHIRE*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN NEW HAMPSHIRE?

The chart below shows the numbers and rates of private-sector employees and employers in New Hampshire: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 65,703 more people in New Hampshire would have the right to take FMLA leave.
- An additional 14.9% of New Hampshire's private workforce would be covered by the FMLA -- well above both New England's regional average of 14.1% and the national average of 13.8%.
- The total percentage of New Hampshire's private *employers* covered by the FMLA would be 10.2% -- close to the New England regional average of 10.0% and below the national average of 11.2%.

FMLA Coverage in New Hampshire

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	226,007	65,703	291,710
% Employees covered	51.2%	14.9%	66.1%
# Employers covered	1,536	2,185	3,721
% Employers covered	4.2%	6.0%	10.2%

(over)

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ENDNOTES:

1. The New England region includes: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

NEW JERSEY
MIDDLE ATLANTIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *NEW JERSEY*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN NEW JERSEY ?

The chart below shows the numbers and rates of private-sector employees and employers in New Jersey: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 380,569 more people in New Jersey would have the right to take FMLA leave.
- 71.0% of all New Jersey's private workforce would be covered by the FMLA -- just below the national average of 71.3%.
- An additional 5.7% of New Jersey's private *employers* would be covered by the FMLA -- below the overall national increase of 6.4%.

FMLA Coverage in New Jersey

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	1,686,270	380,569	2,066,839
% Employees covered	57.9%	13.1%	71.0%
# Employers covered	9,874	12,543	22,417
% Employers covered	4.5%	5.7%	10.2%

(over)

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ENDNOTES:

1. The Middle Atlantic region includes: New Jersey, New York, Pennsylvania. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

NEW MEXICO
MOUNTAIN REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *NEW MEXICO*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN NEW MEXICO?

The chart below shows the numbers and rates of private-sector employees and employers in New Mexico: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 84,160 more people in New Mexico would have the right to take FMLA leave.
- An additional 16.7% of New Mexico's private *employees* would be covered by the FMLA -- the 4th highest increase in the nation.
- The total percentage of New Mexico's private *employers* covered by the FMLA would be 10.9% -- above the Mountain regional rate of 10.3% but below the overall U.S. rate of 11.2%.

FMLA Coverage in New Mexico

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	243,224	84,160	327,384
% Employees covered	48.3%	16.7%	65.0%
# Employers covered	1,745	2,786	4,531
% Employers covered	4.2%	6.7%	10.9%

(over)

ENDNOTES:

1. The Mountain region includes: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

NEW YORK
MIDDLE ATLANTIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *NEW YORK*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN NEW YORK?

The chart below shows the numbers and rates of private-sector employees and employers in New York: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 805,042 New Yorkers would have the right to take FMLA leave. New York would rank 3rd in the nation for the number of people newly covered by the FMLA.
- An additional 12.8% of New York's private workforce would be covered by the FMLA -- just below the Middle Atlantic regional average of 12.9%.
- An additional 5.5% of New York's private *employers* would be covered by the FMLA -- the 3rd lowest increase in the nation (along with California) and the lowest in the Middle Atlantic region.

FMLA Coverage in New York

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	3,656,866	805,042	4,461,908
% Employees covered	58.0%	12.8%	70.8%
# Employers covered	19,088	26,647	45,735
% Employers covered	4.0%	5.5%	9.5%

(over)

- The total percentage of New York's private *employers* covered by the FMLA would be 9.5% -- the lowest rate in the region and placing New York among the 10 states in the nation with the lowest private employer coverage.

ENDNOTES:

1. The Middle Atlantic region includes: New Jersey, New York, Pennsylvania. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

NORTH CAROLINA
SOUTH ATLANTIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *NORTH CAROLINA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN NORTH CAROLINA?

The chart below shows the numbers and rates of private-sector employees and employers in North Carolina: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 385,048 more North Carolinians (13.5% of the private workforce) would have the right to take FMLA leave. North Carolina would rank 9th in the nation for the number of people newly covered by the FMLA.
- 73.1% of all North Carolina's private *employees* would be covered by the FMLA -- the 10th highest rate in the nation.
- An additional 7.4% of North Carolina's private *employers* would be newly covered by the FMLA -- only 1.0% above the national average of 6.4% but still making North Carolina (along with Texas) the state with the 2nd highest increase in the nation in rate of employer coverage.

FMLA Coverage in North Carolina

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	1,695,322	385,048	2,080,370
% Employees covered	59.6%	13.5%	73.1%
# Employers covered	9,653	12,630	22,283
% Employers covered	5.6%	7.4%	13.0%

(over)

ENDNOTES:

1. The South Atlantic region includes: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

NORTH DAKOTA
NORTH CENTRAL REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *NORTH DAKOTA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN NORTH DAKOTA?

The chart below shows the numbers and rates of private-sector employees and employers in North Dakota: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 37,353 more North Dakotans would have the right to take FMLA leave.
- An additional 16.9% of North Dakota's private *employees* would be covered by the FMLA -- the 3rd highest increase in the nation and the highest in the North Central region.
- The total percentage of North Dakota's private *employers* covered by the FMLA would be only 9.8% -- below the overall U.S. rate of 11.2% and the rates of 39 other states.

FMLA Coverage in North Dakota

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	97,870	37,353	135,223
% Employees covered	44.2%	16.9%	61.1%
# Employers covered	759	1,243	2,002
% Employers covered	3.7%	6.1%	9.8%

(over)

ENDNOTES:

1. The North Central region includes: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

OHIO
MIDWEST REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *OHIO*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN OHIO?

The chart below shows the numbers and rates of private-sector employees and employers in Ohio: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 558,893 more people in Ohio (13.0% of the private workforce) would have the right to take FMLA leave. Ohio would rank 6th in the nation for the number of people newly covered by the FMLA.

- 74.5% of Ohio's private *employees* would be covered by the FMLA -- the 6th highest rate in the nation.

- An addtional 7.3% of Ohio's private *employers* would be newly covered by the FMLA -- the 3rd highest increase in the nation (along with Louisiana and Kentucky).

FMLA Coverage in Ohio

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	2,651,361	558,893	3,210,254
% Employees covered	61.5%	13.0%	74.5%
# Employers covered	15,427	18,321	33,748
% Employers covered	6.2%	7.3%	13.5%

(over)

- The total percentage of Ohio's private *employers* covered by the FMLA would be 13.5% -- the highest rate in the nation.

ENDNOTES:

1. The Midwest region includes: Illinois, Indiana, Michigan, Ohio, Wisconsin. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

For other state fact sheets, or for information about the FMLA, please contact the Women's Legal Defense Fund at 202/986-2600. WLDF, a national advocate for women and families, chairs the national Family and Medical Leave Coalition, a diverse coalition of more than 250 groups that worked to enact the FMLA and continues to monitor its implementation.

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Family and Medical Leave

OKLAHOMA
SOUTH CENTRAL REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *OKLAHOMA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN OKLAHOMA?

The chart below shows the numbers and rates of private-sector employees and employers in Oklahoma: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 160,998 more Oklahomans would have the right to take FMLA leave.
- An additional 16.1% of Oklahoma's private *employees* would be covered by the FMLA -- among the 10 states in the nation with the highest increases in private employee coverage and the highest increase in the South Central region.
- The total percentage of Oklahoma's private *employers* covered by the FMLA would be 11.2% -- below the South Central regional average of 11.8% and the same as the national rate.

FMLA Coverage in Oklahoma

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	508,751	160,998	669,749
% Employees covered	50.9%	16.1%	67.0%
# Employers covered	3,349	5,352	8,701
% Employers covered	4.3%	6.9%	11.2%

(over)

ENDNOTES:

1. The South Central region includes: Arkansas, Louisiana, Oklahoma, Texas. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

OREGON
PACIFIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *OREGON*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN OREGON?[3]

The chart below shows the numbers and rates of private-sector employees and employers in Oregon: who are currently covered by the FMLA (Size of Employer is 50+); who work for companies of 25-49 employees (Size of Employer is 25-49); and who work for companies of 25 or more employees (Size of Employer is 25+).

- 188,804 Oregonians work for companies with 25-49 employees. If it were not for the Oregon FMLA, they would not now have the right to take FMLA leave.

- 16.4% of Oregon's private *employees* work for companies with 25-49 employees -- the 5th highest rate in the nation and the highest in the Pacific region.

- 10.7% of all Oregon's private *employers* have 25 or more employees -- above the Pacific regional average of 10.0% but below the national rate of 11.2%.

FMLA Coverage in Oregon

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	554,883	188,804	743,687
% Employees covered	48.3%	16.4%	64.7%
# Employers covered	3,892	6,277	10,169
% Employers covered	4.1%	6.6%	10.7%

(over)

ENDNOTES:

1. The Pacific region includes: Alaska, California, Hawaii, Oregon, Washington. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

3. Oregon law already provides that employees who work for businesses with 25 or more employees can take family and medical leave (12 weeks per year). Expanding the federal FMLA would thus have limited impact on Oregon employers of 25-49 employees, and the employees who work for them.

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Family and Medical Leave

PENNSYLVANIA
MIDDLE ATLANTIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *PENNSYLVANIA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN PENNSYLVANIA?

The chart below shows the numbers and rates of private-sector employees and employers in Pennsylvania: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 550,309 more Pennsylvanians (12.7% of the private workforce) would have the right to take FMLA leave. Pennsylvania would rank 7th in the nation for the number of people newly covered by the FMLA.

- 73.9% of all Pennsylvania's private *employees* would be covered by the FMLA -- the 8th highest rate in the nation and the highest in the Middle Atlantic region.

- An additional 6.8% of Pennsylvania's private *employers* would be covered by the FMLA -- the 7th highest increase in the country (along with Minnesota, Hawaii, and Illinois), but only 0.4% higher than the national average of 6.4%.

FMLA Coverage in Pennsylvania

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	2,661,379	550,309	3,211,688
% Employees covered	61.2%	12.7%	73.9%
# Employers covered	14,901	18,097	32,998
% Employers covered	5.6%	6.8%	12.4%

(over)

ENDNOTES:

1. The Middle Atlantic region includes: New Jersey, New York, Pennsylvania. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

RHODE ISLAND
NEW ENGLAND REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *RHODE ISLAND*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN RHODE ISLAND?

The chart below shows the numbers and rates of private-sector employees and employers in Rhode Island: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 51,603 more people in Rhode Island (14.1% of the private workforce) would have the right to take FMLA leave.
- 69.7% of all Rhode Island's private *employees* would be covered by the FMLA -- below the national rate of 71.3%, but above the New England regional average rate of 67.6%.
- The total percentage of Rhode Island's private *employers* covered by the FMLA would be 9.7% -- the 2nd lowest rate in the New England region.

FMLA Coverage in Rhode Island

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	202,889	51,603	254,492
% Employees covered	55.6%	14.1%	69.7%
# Employers covered	1,247	1,718	2,965
% Employers covered	4.1%	5.6%	9.7%

(over)

ENDNOTES:

1. The New England region includes: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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SOUTH CAROLINA
SOUTH ATLANTIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *SOUTH CAROLINA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN SOUTH CAROLINA?

The chart below shows the numbers and rates of private-sector employees and employers in South Carolina: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 178,297 more South Carolinians (13.5% of the private workforce) would have the right to take FMLA leave.
- 72.2% of all South Carolina's private *employees* would be covered by the FMLA -- the 14th highest rate in the nation (tied with Minnesota).
- An additional 6.7% of South Carolina's private *employers* would be newly covered by the FMLA-- close to the national increase of 6.4%.

FMLA Coverage in South Carolina

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	775,161	178,297	953,458
% Employees covered	58.7%	13.5%	72.2%
# Employers covered	4,533	5,841	10,374
% Employers covered	5.2%	6.7%	11.9%

(over)

ENDNOTES:

1. The South Atlantic region includes: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

SOUTH DAKOTA
NORTH CENTRAL REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *SOUTH DAKOTA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN SOUTH DAKOTA?

The chart below shows the numbers and rates of private-sector employees and employers in South Dakota: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 38,638 more South Dakotans would have the right to take FMLA leave.
- An additional 14.8% of South Dakota's private workforce would be newly covered by the FMLA -- above both the North Central regional average of 14.7% and the national average of 13.8%.
- An additional 5.6% of South Dakota's private *employers* would be covered by the FMLA -- among the 10 states in the nation with the lowest increases in covered *employers* and the lowest increase in the North Central region.

FMLA Coverage in South Dakota

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	124,236	38,638	162,874
% Employees covered	47.7%	14.8%	62.5%
# Employers covered	876	1,293	2,169
% Employers covered	3.8%	5.6%	9.4%

(over)

- 9.4% of all South Dakota's private *employers* would be covered by the FMLA -- the lowest rate in the North Central region and the 8th lowest in the nation.

ENDNOTES:

1. The North Central region includes: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

TENNESSEE
MIDDLE SOUTH REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *TENNESSEE*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN TENNESSEE?

The chart below shows the numbers and rates of private-sector employees and employers in Tennessee: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 243,512 more people in Tennessee would have the right to take FMLA leave -- the most people newly covered in the Middle South region.
- 76.2% of all Tennessee's private *employees* would be covered by the FMLA -- the highest rate in the nation.
- An additional 7.1% of Tennessee's private *employers* would be covered by the FMLA, placing Tennessee among the 10 states in the nation with the highest increases in the percentage of *employers* covered.

FMLA Coverage in Tennessee

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	1,317,737	243,512	1,561,249
% Employees covered	64.3%	11.9%	76.2%
# Employers covered	6,850	8,011	14,861
% Employers covered	6.1%	7.1%	13.2%

(over)

ENDNOTES:

1. The Middle South region includes: Alabama, Kentucky, Mississippi, Tennessee. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

TEXAS
SOUTH CENTRAL REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *TEXAS*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN TEXAS?

The chart below shows the numbers and rates of private-sector employees and employers in Texas: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 918,792 more Texans (14.4% of the private workforce) would have the right to take FMLA leave. After California, Texas would rank 2nd in the nation for the number of people newly covered by the FMLA.
- 71.5% of all Texas' private *employees* would be covered by the FMLA -- the highest rate in the South Central region and just over the national rate of 71.3%.

FMLA Coverage in Texas

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	3,634,746	918,792	4,553,538
% Employees covered	57.1%	14.4%	71.5%
# Employers covered	21,965	30,465	52,430
% Employers covered	5.4%	7.4%	12.8%

(over)

- An additional 7.4% of Texas' private *employers* would be covered by the FMLA -- along with North Carolina, the 2nd highest increase in the nation and the highest in the South Central region, but only 1.0% higher than the national average of 6.4%.

ENDNOTES:

1. The South Central region includes: Arkansas, Louisiana, Oklahoma, Texas. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

UTAH
MOUNTAIN REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *UTAH*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN UTAH?

The chart below shows the numbers and rates of private-sector employees and employers in Utah: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 107,411 more people in Utah would have the right to take FMLA leave.
- 15.3% of Utah's private *employees* would be newly covered by the FMLA -- only 11 states would have higher increases in the percentage of covered *employees*.
- An additional 7.5% of Utah's private *employers* would be covered by the FMLA -- the highest increase in the nation (along with Indiana and Wisconsin) and the highest in the Mountain region, but only 1.1% higher than the national average of 6.4%.

FMLA Coverage in Utah

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	369,664	107,411	477,075
% Employees covered	52.8%	15.3%	68.1%
# Employers covered	2,351	3,591	5,942
% Employers covered	4.9%	7.5%	12.4%

(over)

ENDNOTES:

1. The Mountain region includes: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

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Family and Medical Leave

VERMONT
NEW ENGLAND REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *VERMONT*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN VERMONT?[3]

The chart below shows the numbers and rates of private-sector employees and employers in Vermont: who are currently covered by the federal FMLA (Size of Employer is 50+); who work for companies of 25-49 employees (Size of Employer is 25-49); and who work for companies of 25 or more employees (Size of Employer is 25+).

- 34,114 people in Vermont work for companies of 25-49 employees. If it were not for the Vermont FMLA, they would not have the right to take FMLA.
- 15.7% of Vermont's private *employees* work for companies with 25-49 employees -- the 9th highest rate in the nation and the highest in the New England region.
- 8.9% of all Vermont's private *employers* have 25 or more employees -- the 3rd lowest rate in the nation (along with Idaho) and the lowest in the New England region.

FMLA Coverage in Vermont

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	98,531	34,114	132,645
% Employees covered	45.2%	15.7%	60.9%
# Employers covered	669	1,154	1,823
% Employers covered	3.3%	5.6%	8.9%

(over)

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ENDNOTES:

1. The New England region includes: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

3. Vermont law already provides 12 weeks of family or medical leave per year to employees. Employees who work at companies with 10 or more employees may take leave to recover from a serious illness or care for a family member with a serious illness; employees who work at companies with 15 or more employees may take leave for the birth or adoption of a child. Expanding the federal FMLA thus would have limited effect on Vermont employers with 25-49 employees and the employees who work for them.

For other state fact sheets, or for information about the FMLA, please contact the Women's Legal Defense Fund at 202/986-2600. WLDF, a national advocate for women and families, chairs the national Family and Medical Leave Coalition, a diverse coalition of more than 250 groups that worked to enact the FMLA and continues to monitor its implementation.

1875 Connecticut Avenue, NW, Suite 710
Washington, DC 20009

Family and Medical Leave

VIRGINIA
SOUTH ATLANTIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *VIRGINIA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN VIRGINIA?

The chart below shows the numbers and rates of private-sector employees and employers in Virginia: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 353,421 Virginians would have the right to take FMLA leave. Only 11 other states in the nation would have more people newly covered by the FMLA.
- 14.8% of Virginia's private *employees* would be newly covered by the FMLA -- the 2nd highest increase in the percentage of covered *employees* in the South Atlantic region.
- 11.9% of all Virginia's private *employers* would be covered by the FMLA -- only 0.5% above the South Atlantic regional average of 11.4%.

FMLA Coverage in Virginia

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	1,320,926	353,421	1,674,347
% Employees covered	55.3%	14.8%	70.1%
# Employers covered	8,189	11,670	19,859
% Employers covered	4.9%	7.0%	11.9%

(over)

ENDNOTES:

1. The South Atlantic region includes: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

For other state fact sheets, or for information about the FMLA, please contact the Women's Legal Defense Fund at 202/986-2600. WLDF, a national advocate for women and families, chairs the national Family and Medical Leave Coalition, a diverse coalition of more than 250 groups that worked to enact the FMLA and continues to monitor its implementation.

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Family and Medical Leave

WASHINGTON
PACIFIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *WASHINGTON*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN WASHINGTON?

The chart below shows the numbers and rates of private-sector employees and employers in Washington: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 275,292 more Washingtonians would have the right to take FMLA leave.
- An additional 14.7% of Washington's private workforce would be newly covered by the FMLA -- well above the national average of 13.8%.
- An additional 5.4% of Washington's private *employers* would be covered by the FMLA -- the 2nd lowest increase in the nation (along with Maine) and the lowest in the Pacific region.
- The total percentage of Washington's private *employers* covered by the FMLA would be 9.1%-- among the 10 lowest rates in the nation.

FMLA Coverage in Washington

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	988,149	275,292	1,263,441
% Employees covered	52.9%	14.7%	67.6%
# Employers covered	6,303	9,081	15,384
% Employers covered	3.7%	5.4%	9.1%

(over)

ENDNOTES:

1. The Pacific region includes: Alaska, California, Hawaii, Oregon, Washington. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

For other state fact sheets, or for information about the FMLA, please contact the Women's Legal Defense Fund at 202/986-2600. WLDF, a national advocate for women and families, chairs the national Family and Medical Leave Coalition, a diverse coalition of more than 250 groups that worked to enact the FMLA and continues to monitor its implementation.

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Family and Medical Leave

WEST VIRGINIA
SOUTH ATLANTIC REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *WEST VIRGINIA*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN WEST VIRGINIA?

The chart below shows the numbers and rates of private-sector employees and employers in West Virginia: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 81,063 West Virginians would have the right to take FMLA leave.
- An additional 15.8% of West Virginia's private *employees* would be covered by the FMLA -- the 8th highest increase in the nation (along with Louisiana) and the highest in the South Atlantic region.
- 64.2% of all West Virginia's private *employees* would be covered by the FMLA -- the lowest rate in the South Atlantic region and among the lowest 10 in the country.

FMLA Coverage in West Virginia

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	248,571	81,063	329,634
% Employees covered	48.4%	15.8%	64.2%
# Employers covered	1,712	2,687	4,399
% Employers covered	4.1%	6.4%	10.5%

(over)

- The total percentage of West Virginia's private *employers* covered by the FMLA would be 10.5% -- below the overall U.S. rate of 11.2% and the rates of 33 other states.

ENDNOTES:

1. The South Atlantic region includes: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

For other state fact sheets, or for information about the FMLA, please contact the Women's Legal Defense Fund at 202/986-2600. WLDF, a national advocate for women and families, chairs the national Family and Medical Leave Coalition, a diverse coalition of more than 250 groups that worked to enact the FMLA and continues to monitor its implementation.

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Family and Medical Leave

WISCONSIN
MIDWEST REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *WISCONSIN*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN WISCONSIN?

The chart below shows the numbers and rates of private-sector employees and employers in Wisconsin: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 288,330 more people in Wisconsin (13.8% of the private workforce) would have the right to take FMLA leave.
- 73.4% of all Wisconsin's private *employees* would be covered by the FMLA -- the 8th highest rate in the country (along with Indiana).
- An additional 7.5% of Wisconsin's private *employers* would be covered by the FMLA -- the highest increase in the nation (along with Indiana and Utah), but only 0.3% higher than the Midwest regional average of 7.2%.

FMLA Coverage in Wisconsin

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	1,244,222	288,330	1,532,552
% Employees covered	59.6%	13.8%	73.4%
# Employers covered	7,285	9,504	16,789
% Employers covered	5.8%	7.5%	13.3%

(over)

ENDNOTES:

1. The Midwest region includes: Illinois, Indiana, Michigan, Ohio, Wisconsin. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

For other state fact sheets, or for information about the FMLA, please contact the Women's Legal Defense Fund at 202/986-2600. WLDF, a national advocate for women and families, chairs the national Family and Medical Leave Coalition, a diverse coalition of more than 250 groups that worked to enact the FMLA and continues to monitor its implementation.

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Family and Medical Leave

WYOMING
MOUNTAIN REGION[1]

EXPANDING THE FMLA TO COVER BUSINESSES WITH 25-49 EMPLOYEES IN *WYOMING*

The Family and Medical Leave Act (FMLA) now gives millions of Americans the right to take up to 12 weeks per year of unpaid, job-protected leave to care for new babies, or seriously ill family members, or to recover from their own serious illnesses. But nationwide 42.5% of private-sector employees are not covered by the FMLA, because they work for businesses with fewer than 50 employees -- the coverage threshold set by the 1993 law.

Expanding the law to cover businesses with 25-49 employees would give 13 million more Americans the right to take FMLA leave. The Women's Legal Defense Fund (WLDF) has analyzed the most recent available employment data[2] to show what this expansion would mean for all 50 states and the District of Columbia.

WHAT DIFFERENCE WOULD THIS EXPANSION MAKE IN WYOMING?

The chart below shows the numbers and rates of private-sector employees and employers in Wyoming: who are currently covered by the FMLA (Size of Employer is 50+); who would be *newly* covered by an expanded FMLA (Size of Employer is 25-49); and who would be covered after FMLA expansion (Size of Employer is 25+). If the expansion were adopted:

- 27,848 more people in Wyoming would have the right to take FMLA leave.
- An additional 18.6% of Wyoming's private *employees* would be covered by the FMLA -- the highest increase the nation and the highest in the Mountain region.
- 51.4% of all Wyoming's private *employees* would be covered by the FMLA -- the lowest rate in the nation.
- After Alaska, Wyoming would have the 2nd fewest *employers* newly covered by the FMLA in the nation (949).

FMLA Coverage in Wyoming

	Size of Employer (# of employees)		
Private Sector	50+	25-49	Total (25+)
# Employees covered	48,991	27,848	76,839
% Employees covered	32.8%	18.6%	51.4%
# Employers covered	428	949	1,377
% Employers covered	2.5%	5.6%	8.1%

(over)

- The total percentage of Wyoming's private *employers* covered by the FMLA would be 8.1% -- the 2nd lowest rate in the nation.

ENDNOTES:

1. The Mountain region includes: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming. The regional breakdown is that used by the U.S. Census Bureau in its *Statistical Abstracts of the United States: 1996* (116th Ed.) Washington, D.C., 1996, Table 27.

2. Data are for the private sector and come from U.S. Department of Labor, Bureau of Labor Statistics, "Covered Employment and Wages (ES-202) Program" (1995), and assume even distribution of establishments of 20-49 employees and of employees who work in establishments of 20-49 employees. In this fact sheet, we use the terms "employer" and "business" interchangeably with the Bureau of Labor Statistics' "establishment."

For other state fact sheets, or for information about the FMLA, please contact the Women's Legal Defense Fund at 202/986-2600. WLDF, a national advocate for women and families, chairs the national Family and Medical Leave Coalition, a diverse coalition of more than 250 groups that worked to enact the FMLA and continues to monitor its implementation.

Women's Legal Defense Fund
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DRAFT

Draft: June 6, 1997

EXECUTIVE SUMMARY

The following 7 states have an FMLA law with a ***threshold of lower than 50***:
Alaska (21) (state employees only), DC (20), Maine (25), Minnesota (21) (but law covers only leave for newborn kids and using sick leave for sick kids), Oregon (25), Rhode Island (30 for city employers), Vermont (10 or 15, depending on the leave needed).

The following 8 states provide ***leave for children's educational activities***:
- Public only: Florida
- Private: California, DC, Louisiana, Minnesota, Nevada, North Carolina, Vermont

The following ~~21~~ 22 states allow workers to use ***sick leave to care for sick family members***:
- Public only: Arizona, Colorado, Florida, Idaho, Indiana, Iowa, Kansas, Kentucky, Maryland, Montana, Nebraska, Nevada, North Carolina, North Dakota, South Carolina, South Dakota, Tennessee, Texas, Utah
- Private: Minnesota (any person employing at least 21 employees at at least one site), Oregon, Washington

?

not true -- ?

(This does not account for states that allow substitution of sick leave during FMLA leave)

The following state allows workers leave for three reasons: school activities, routine medical and dental care of children, and routine medical care of parents:
- Private: Vermont

The following states have a more expansive definition of family than the FMLA:

In DC, "Family member" is defined broadly to include person related by blood, legal custody, or marriage, or a person with whom an employee shares a residence in the context of a committed relationship.

In Georgia, Oregon, and Vermont, spouse's parent is included.

In Hawaii, "parent" includes in-laws, grandparents, and grandparents-in-law.

In Iowa, *Immediate family* means spouse, children, grandchildren, foster/step children; parents, grand-, foster-, and step- parents; siblings, foster/step/in-law siblings; all in-laws; aunts, uncles, nieces, nephews, first cousins, and other members of household.

In North Dakota, for purposes of sick leave, "Family members" include: spouse, parent, child, any other financially or legally dependent family member who resides with employee for purpose of employee providing care to him/her.

In South Dakota, spouse, child, stepchildren, children-in-law, parent, parents-in-law, stepparents, grandparents, grandchildren with serious health condition are included.

EXPANDING THE FAMILY AND MEDICAL LEAVE ACT
TO HELP FAMILIES BALANCE WORK AND FAMILY RESPONSIBILITIES

January 27, 1998

> *In the new economy, most parents work harder than ever. They face a constant struggle to balance their obligations to be good workers -- and their even more important obligations to be good parents. The Family and Medical Leave Act was the very first bill I was privileged to sign into law as President in 1993. Since then, about 15 million people have taken advantage of it, and I've met a lot of them all across this country. I ask you to extend that law to cover 10 million more workers, and to give parents time off when they have to go see their children's teachers or take them to the doctor.*
>
> --President Bill Clinton
> State of the Union Address, 1/27/98

In his State of the Union Address, President Clinton called on Congress to extend the benefits of the Family and Medical Leave Act -- the first piece of legislation that the President signed into law -- to ten million more American workers.

BIPARTISAN REPORT SHOWS THE LAW IS WORKING. Since the Family and Medical Leave Act was enacted in 1993, at least fifteen million Americans have taken FMLA-covered leave. Today, workers are eligible for FMLA-protected leave if they work at a business with 50 or more employees and if they have worked at least twelve months and 1,250 hours for the employer. FMLA allows eligible employees to take up to 12 weeks unpaid, job-protected leave to care for a newborn or adopted child, to attend to their own serious health needs, or to care for a seriously ill parent, child or spouse. The bipartisan Commission on Leave -- chaired by Senators Craig and Dodd -- reported that the law is working:

- **67 million Americans -- over half of all workers -- are guaranteed they can take leave** from their job to care for a sick relative or a newborn child without fear of losing their job or health insurance.
- **Millions of Americans have taken leave since the enactment of FMLA.** During the 18-month period covered by the Commission's study (1/94 - 6/95), an estimated 12 million Americans took leave for FMLA-covered purposes.
- **40% of all workers think they will need to take leave** for a covered reason at some time in the next five years.
- **Despite its opponents' claims, compliance is easy and costs are low for most employers now covered by the law:**
  - **Nine out of ten employers find the law "very" or "somewhat" easy to administer.**
  - **Compliance entails either little or no costs for 89%-99% of businesses.**
  - **Smaller covered worksites found it easier to comply than larger sites.**
- **Some businesses have reported reduced employee turnover, enhanced productivity and improved morale** which they attribute to the Act.

NOW IS THE TIME TO EXPAND THE LAW TO COVER MORE WORKERS AND BETTER HELP WORKERS CARE FOR THEIR CHILDREN AND PARENTS. The President believes that it is time to expand the benefits of the law. He is urging the Congress to:

- **Enable workers at businesses with 25 or more workers to take unpaid, job-protected leave** -- current law covers businesses of 50 or more employees. Lowering the employer coverage threshold from 50 to 25 workers will mean that FMLA will cover up to ten million more American workers, allowing them to take up to twelve weeks unpaid, job-protected leave to care for a newborn or adopted child, to attend to their own serious health needs, or to care for a seriously ill parent, child or spouse.

- **Allow FMLA-eligible workers to take up to 24 hours of additional leave each year to meet specified family obligations**, including routine doctors appointments and parent-teacher conferences. Leave could be taken to: (1) participate in school activities, such as parent-teacher conferences; (2) accompany your child to routine dental or medical appointments; and (3) accompany an elderly relative to routine medical appointments or other professional services.

THE WHITE HOUSE

WASHINGTON

January 23, 1998

MEMORANDUM FOR THE PRESIDENT

FROM: BRUCE REED
GENE SPERLING

SUBJECT: Family and Medical Leave Expansions

This memorandum presents options to expand the Family and Medical Leave Act (FMLA) for your consideration before a possible announcement on this issue in your State of the Union Address. Expanding FMLA would further enable American workers to take protected time off to spend with a new or adopted child, or for medical emergencies. It would build on your strong record of helping parents meet their responsibilities to their families and their jobs, and, specifically, would complement two pieces of your current child care proposal that also help parents who wish to stay at home: (1) support for home visitation and other parent education programs in your Early Learning Fund, and (2) demonstration projects to test policies to help parents stay at home.

As you know, your advisors initially believed that a proposal to expand FMLA could help inoculate your child care initiative against conservative attack by allowing parents to spend more time with their children. Your recent child care announcement has generated overwhelmingly positive support; several leading Republicans, however, have been working on alternative proposals aimed entirely at helping parents to stay at home with their children. While an announcement on FMLA expansion would be an important marker in this area, given the nature of the proposals under active Republican consideration -- such as income splitting, income averaging, and expansion of the $500 per-child tax credit -- it is unlikely that any proposal to expand FMLA could stand up fully to these costly options. We therefore will continue our work with the Treasury Department to explore possible tax-related measures to support stay-at-home parents, in addition to any expansion of FMLA.

FMLA currently requires employers with 50 or more employees to provide up to 12 weeks of unpaid leave to eligible employees for certain family and medical reasons, including the care of a new child. Employees are eligible if they have worked for the employer for at least 12 months and for at least 1,250 hours over the previous 12 months, and if the employer has at least 50 employees working within 75 miles of the employee's worksite. Public agencies are covered by FMLA regardless of size, but employees must still meet the eligibility requirements, including working at a site where at least 50 employees are employed within 75 miles.

Options to expand FMLA include: (1) applying FMLA to businesses with 25 or more employees, either in one step or incrementally; or (2) extending the permissible leave period to 24 weeks for parents with newborns. Over the last few weeks, we have worked to determine the costs to businesses and the benefits to workers of pursuing either or both of these options. Unfortunately, we have found that useful data in this area does not exist. It is impossible to determine, for example, how many people currently taking leave to care for a newborn or adopted child would take additional leave or how additional leave would benefit people of particular income levels. Similarly, it is impossible to quantify the likely costs to small businesses.

Option 1: Expanding Coverage to Businesses with Fewer Employees. You could call for lowering FMLA's employer coverage threshold from 50 to 25, either in one step or incrementally (for example by lowering it to 40, then 35, and finally 25). Senators Kennedy and Dodd have proposed to lower the threshold to 10 employees, but your advisors believe that FMLA would be too great a burden on employers of that size.

According to the Department of Labor, 67 million employees are currently eligible for FMLA. Lowering the threshold to 40 would add 3.4 million people; lowering it to 35 would add 5.4 million people. Lowering the threshold all the way to 25 would add about 10 million people, increasing by 15 percent the number of employees covered by FMLA, and doubling the number of employers covered by the Act (from 330,000 to 690,000).

This proposal would give FMLA protection to more people at no cost to the federal government. It would receive strong support from labor, women's groups, and other core Democratic constituencies. The proposal, however, would provoke strong business opposition. Many Republican and some Democratic Members of Congress would likely criticize any attempt to lower the threshold as detrimental to small business. (According to a survey by the Family and Medical Leave Commission, however, the great majority of businesses that have implemented FMLA report little or no cost increases.)

Extending FMLA Leave from Three to Six Months

Below are three variations on this theme. The first is the most inclusive. The second limits the workers eligible to the full six months to those with two full years of job tenure with their current employer. The third limits the extent of the new benefit *and* makes it available only to new parents.

Option 2A: Extending FMLA from Three to Six Months. This option would allow workers who are currently eligible for FMLA to take longer leave. Approximately 12 million workers take FMLA leave. According to the FMLA Commission's survey, about 12.5 percent or 1.5 million workers take the full 12 week leave. Of these, 450,000 workers took 12 or more weeks leave for maternity, disability, or the care of a newborn, adopted or foster child.

This proposal would give parents additional time to spend with their new babies (again at no cost to the federal government). It might help respond to the charge that our child care proposal helps only working parents, not those who -- with a little help -- can and want to stay home with their children for a period of time. However, any family leave policy would not fully respond to that criticism because leave is by definition geared toward people who have been in the workforce and will return to it. In addition, this proposal would not help workers who currently cannot afford to take even the full 12 weeks of FMLA leave. According to the Commission's survey, 65 percent of those who would have liked to take leave to care for their newborn, foster, or adopted child could not do so for economic reasons. Because this proposal would not help such workers, FMLA advocates would likely give it only lukewarm support. Finally, businesses already covered by FMLA would oppose the extension because guaranteeing *six* months of leave would disrupt their operations.

Option 2B: Extend FMLA from Three to Six Months for Workers with Two Years Tenure. Although there is no data available, your advisors generally feel that extending FMLA to six months is a non-trivial burden on business. While businesses can arrange for other employees or temporary help to cover a co-workers' *three* month absence, a *six* month absence is harder to manage. Employers may have to hire replacement workers, thus increasing their costs significantly. Moreover, employers faced with the possibility of having to offer six months of job-protected leave to workers with only one year's tenure may be less likely to hire employees they suspect will take this leave. This option is intended to mitigate these problems by limiting eligibility for the extended leave to employees with two years of tenure.

Option 2C: Allow New Parents Up to 24 Weeks Leave in a Two Year Period. To eliminate the possibility that an employee could work only six months *each year* by taking six months of job protected leave annually, this proposal would instead allow new parents only to take six months of job protected leave *every two years*. Under this option, by taking the full six months to care for a newborn, the employee would forego any right to paid leave in the following year. Current law allows six months every two years, but restricts it to two three month periods. This proposal simply gives employees additional flexibility in taking their leave while adding only minimally to the business burden.

Recommendations: Your advisors agree that lowering the employee threshold will provoke significant opposition, but some of your advisors, including the First Lady, believe that it is a fight worth having. The First Lady believes strongly that lowering the threshold to 25 will make a real difference in people's lives, covering about 10 million more American workers with this significant benefit. She believes that, politically, it is an important thing to be for.

Some of your advisors feel that a decision about lowering the threshold must be made in the context of the impact of your overall agenda on the business community. Secretary Herman, for instance, believes that if you decide to call for an increase in the minimum wage, you should not also lower the threshold. If, however, you do not propose raising the minimum wage, then she feels you could call for lowering the threshold. Administrator Alvarez opposes any changes to current law because she feels they will engender significant business opposition and may undermine gains we have already made.

Secretary Herman supports extending the length of FMLA leave. Secretary Rubin and Janet Yellin oppose Options 2A and 2B. Secretary Rubin feels that because businesses may need to hire replacement workers to cover six month absences, the cost to business of longer leave could be greater than the cost of initial implementation of the FMLA. He is also concerned that higher income workers are more likely to benefit from longer leave, while empirical evidence would suggest that all workers will pay for this in the form of lower wages. Janet Yellin shares Secretary Rubin's concerns about Options 2A and 2B, but supports Option 2C because she feels it is a very minor change from current law. The First Lady worries that the six month leave extension will make only a marginal difference, and will disproportionately assist higher-income workers.

The NEC has concerns about six months leave, but on the whole would support Option 2B -- extending the FMLA to six months for workers with two years tenure. The NEC fears, however, that lowering the limit to 25 will cause too much opposition from Southern Democratic Senators, especially if we also propose to raise minimum wage.

The DPC recommends that you propose Option 2B -- extending the FMLA to six months for workers with two years tenure -- and if you are willing to take on a larger fight, that you propose to lower the employee threshold to 25 as well. In addition, your advisors recommend that you continue to fight for the 24-hour extension of FMLA for school visits, doctor appointments and other family responsibilities.

1. Expand FMLA Coverage to Businesses with 25 Employees

____ YES ____ NO ____ DISCUSS

2A. Extend FMLA Leave from Three to Six Months

____ YES ____ NO ____ DISCUSS

2B. Extend FMLA from Three Months to Six Months for Workers With Two Years Tenure

____ YES ____ NO ____ DISCUSS

2C. Allow New Parents Six Months Every Two Years

____ YES ____ NO ____ DISCUSS

Bulman / Jen

Audrey T. Haynes 02/03/98 11:40:50 AM

Record Type: Record

To: See the distribution list at the bottom of this message

cc: Marjorie Tarmey/WHO/EOP, Ruby Shamir/WHO/EOP, Laura Emmett/WHO/EOP
Subject: FMLA

Update:

Following my conversation with Gene and Elena this morning, I have called Lisa Ross in the Secretary's Office at Labor and told her that a stand alone event was now being considered for POTUS to announce the expansion of FMLA. Per Gene, I told them if they wanted to go forth with a 5th anniversary event, they could, but would be asked not announce the expansion information. They are getting together and will call me with their resolution.

Meanwhile we will work with Labor and Women's Legal Defense Fund in thinking of small business that would be willing to stand with us or, as suggested by NEC, going to a state where there is already a lower threshold.

Message Sent To:

Maria Echaveste/WHO/EOP
Ann F. Lewis/WHO/EOP
Gene B. Sperling/OPD/EOP
Elena Kagan/OPD/EOP
Bruce N. Reed/OPD/EOP
Jonathan A. Kaplan/OPD/EOP

[redacted]

Record Type: Record

To: Jennifer L. Klein/OPD/EOP

cc:
Subject: contraceptive issue

Let me know what specifically I should do here (I'm not recalling a conversation on this but I could be wrong). I'm happy to touch base with Snowe and others. The family planning people did mention this issue at the meeting.

Also, apparently this bill has 31 sponsors in the Senate.

Los Angeles Times

January 19, 1998, Monday, Home Edition

SECTION: Health; Part S; Page 1; View Desk

LENGTH: 442 words

HEADLINE: GOVERNMENT WATCH;
SHOULD YOUR PLAN COVER CONTRACEPTIVES? ;
Today we kick off Government Watch, an occasional column devoted to updates on pending health legislation of interest to consumers.

BYLINE: SHARI ROAN

BODY:

What: Equity in Prescription Insurance and Contraceptive Coverage Act of 1997 (EPICC) and AB 160.

At Issue: If your insurance plan covers antibiotics, hypertension medications and remedies to treat toenail fungus, should it also cover contraceptives?

Many health experts and government representatives say yes. And, after years of discussion and grass-roots campaigning, these two major pieces of legislation are now before federal (EPICC) and state (AB 160) lawmakers that would mandate insurance coverage of contraceptives.

When: Action expected this spring.

What's at Stake: The arguments for these bills are strong. About half of all large-group insurance plans do not routinely cover any contraceptive method, according to the New York-based Center for Reproductive Law and Policy. About one-third of these plans cover oral contraceptives. Only 18% pay for intrauterine devices and 24% cover Norplant. Even some of the companies providing insurance coverage to federal employees and military families withhold contraceptive coverage.

Unintended pregnancy, meanwhile, is a huge and embarrassing problem in the United States. About 1.6 million abortions and 1.5 million births from unintended pregnancies occur annually in the nation--one of the highest rates among Western countries. Research shows that access to contraception reduces the probability of having an abortion by 85%.

The contraceptive -coverage measures are considered cost-effective as well. A 1996 study concluded that every tax dollar spent for contraceptive services saves an average of $ 3 in Medicaid funds that would have been spent on prenatal and newborn care.

A similar bill passed the California Legislature in 1995 but was vetoed by Gov. Pete Wilson based on his concerns over the fiscal impact of the measure. Since then, research has been done showing that adding contraceptive coverage would cost businesses about $ 16 per employee each year. The bill would require insurance companies to add contraception to their prescription packages.

Prospects: In California, AB 160 was not supported recently in a government blue-ribbon commission on HMOs, which could ultimately hurt its chances for enactment. The bill, sponsored by Rep. Robert Hertzberg (D-Van Nuys), is awaiting a vote in the Assembly, where it is thought to have a good chance of passing.

On the federal front, EPICC has been introduced in both houses by sponsors Sen. Olympia Snowe (R-Maine) and Rep. James Greenwood (R-Pa.). The measure is thought to have broad support in the Senate and mixed appeal in the House. A hearing on the measure is expected to be held this spring.

LANGUAGE: English

LOAD-DATE: January 19, 1998

Chris/Tom —
FYI - This remains a live issue for some folks around here - Ann Lewis, Sylvia, et al. Keep track of the legislation, and let me know if you think we should do anything more.
Elena

Fact Sheet

Planned Parenthood® Federation of America, Inc.
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The Equity In Prescription Insurance And Contraceptive Coverage Act

More than half of all pregnancies in the United States are unintended, and half of all unintended pregnancies end in abortion. Contraceptives have a proven track record of enhancing the health of women and children, preventing unintended pregnancy, and reducing the need for abortion. However, although contraception is basic health care for women, far too many insurance policies exclude this vital coverage.

In fact, while most employment-related insurance policies in the United States cover prescription drugs in general, the vast majority do not include equitable coverage for prescription *contraceptive* drugs and devices. Similarly, while most policies cover outpatient medical services in general, they often exclude outpatient *contraceptive* services from that coverage. This failure is costly, both for insurers who may have to pay for either maternity care or abortion, as well as the families whose physical and financial well-being is threatened by unintended pregnancy and lack of access to equitable coverage for contraceptives.

Senator Olympia Snowe (R-ME) and Representative James Greenwood (R-PA) are sponsoring The Equity in Prescription and Contraceptive Coverage Insurance Act, to provide equity in insurance coverage for contraception. The bill simply seeks to establish parity for contraceptive prescriptions and related medical services within the context of coverage already guaranteed by each insurance plan.

Under this legislation, plans already covering prescription drugs and devices would include equal coverage for prescription contraceptive drugs and devices. Also, plans that include coverage for outpatient medical services would include outpatient contraceptive services in that coverage. The bill defines contraceptive services as "consultations, examinations, procedures, and medical services, provided on an outpatient basis and related to the use of contraceptive methods (including natural family planning) to prevent an unintended pregnancy."

While plans routinely cover other prescriptions and outpatient medical services, contraceptive coverage is meager or nonexistent in many insurance policies.

- Half of indemnity plans and Preferred Provider Organizations (PPOs), 20 percent of Point of Service (POS) networks, and 7 percent of Health Maintenance Organizations (HMOs) cover *no* reversible contraception.[1]

- Even plans that do provide *some* coverage typically do not cover all of the five most commonly used reversible contraceptive methods (oral contraceptives, the IUD, diaphragm, Norplant® and Depo Provera®). Less than 20 percent of traditional indemnity plans and PPOs and less than 40 percent of POS networks or HMOs routinely allow women to choose among these five contraceptive methods.[2]

- Coverage of prescription drugs in general usually does not even include coverage for oral contraceptives, the most commonly used reversible contraceptive method in the United States. Although 97 percent of typical indemnity policies cover prescription drugs in general, only 33 percent include oral contraceptives in that coverage. This leaves two-thirds of typical indemnity plans covering "prescription drugs" but not the prescription so many women need access to — oral contraceptives.

Contraception is basic health care for women, and a critical contributor to improved maternal and child health.

- Ready access to contraceptive services increases the likelihood that the estimated 12 million Americans contracting sexually transmitted infections each year will be diagnosed and treated.[3]

- As they help women avoid unplanned pregnancies, contraceptive services help make "planned pregnancies" possible. A study of 45,000 women suggests that women who used family planning services in the two years before conception were more likely to receive early and adequate prenatal care.[4]

- The National Commission to Prevent Infant Mortality estimated that 10 percent of infant deaths could be prevented if all pregnancies were planned; in 1989 alone, 4,000 infant lives could have been saved.[5]

Insurers have relied on women and their families paying out of pocket for contraceptive services and supplies, forcing financial decisions that may result in the use of less effective or less medically appropriate contraceptive methods.

- Women of reproductive age currently spend 68 percent more in out-of-pocket health care costs than men.[6] Much of the gender gap in expenses is due to reproductive health-related supplies and services.

- The more effective forms of contraception are generally also the most expensive, often costing hundreds of dollars at the outset of patient use.[7] Women and their families who must pay out of pocket may well opt for less expensive and sometimes less effective methods, thus increasing the number of unintended pregnancies.

- Cost analyses for similar bills at the state level have shown that if health insurance policies were to include coverage for these contraceptive supplies, annual cost increases would be minimal, only $16.00 per enrollee.[8]

The correlation is clear. Contraception prevents unintended pregnancy and reduces the need for abortion.

- In any single year, 85 of 100 sexually active women not using a contraceptive method become pregnant. In contrast, of 100 oral contraceptive users, only between 3 and 6 percent become pregnant in a year.[9]

- Because the likelihood of pregnancy is so great if contraception is not used, the 10 percent of American women at risk of unintended pregnancy who do not use contraception account for 53 percent of all unintended pregnancies.[10]

- Reducing unintended pregnancy is key to reducing the number of abortions; almost half of unintended pregnancies end in abortion.[11]

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[1] RB Gold and D. Daley, *Uneven and Unequal: Insurance Coverage of Reproductive Health Services* (The Alan Guttmacher Institute, New York, 1994).
[2] RB Gold and D. Daley, *Uneven and Unequal: Insurance Coverage of Reproductive Health Services* (The Alan Guttmacher Institute, New York, 1994).
[3] DL Landry and JD Forrest, "Public Health Departments Providing Sexually Transmitted Disease Services," *Family Planning Perspectives,* 28:261, 1996.
[4] DJ Jamieson and PA Buescher, "The Effect of Family Planning Participation on Prenatal Care Use and Low Birth Weight," *Family Planning Perspectives*, 24:214, 1992.
[5] National Commission to Prevent Infant Mortality, *Troubling Trends: The Health of America's Next Generation*, (Washington, DC, 1990).
[6] Women's Research and Education Institute, *Women's Health Care Costs and Experiences*, Washington, D.C., 1994.
[7] RB Gold and D. Daley, *Uneven and Unequal: Insurance Coverage of Reproductive Health Services* (The Alan Guttmacher Institute, New York, 1994).
[8] Testimony of the Health Insurance Association of America before the California Assembly Committee on Insurance regarding Assembly Bill 2780, February 22, 1996.
[9] J. Trussell, JA Leveque, JD Koenig, R. London, S. Borden, J. Henneberry, KD LaGuardia, F. Stewart, TG Wilson, S. Wysocki and M. Strauss, "The Economic Value of Contraception: A Comparison of 15 Methods," *American Journal of Public Health*, 28:494 and S. Harlap, K. Kost and JD Forrest, *Preventing Pregnancy, Protecting Health: A New Look at Birth Control Choices in the United States*, (The Alan Guttmacher Institute, New York, 1991).
[10] S. Harlap, K. Kost and JD Forrest, *Preventing Pregnancy, Protecting Health: A New Look at Birth Control Choices in the United States*, (The Alan Guttmacher Institute, New York, 1991).
[11] JD Forrest and S. Singh, "Public-Sector Savings Results from Expenditures for Contraceptive Services," *Family Planning Perspectives*, 222:6, 1990.

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Equity in Prescription Insurance and Contraceptive Coverage Act (EPICC)

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EXPANDING THE FAMILY AND MEDICAL LEAVE ACT TO HELP FAMILIES BALANCE WORK AND FAMILY RESPONSIBILITIES

January 27, 1998

> *In the new economy, most parents work harder than ever. They face a constant struggle to balance their obligations to be good workers -- and their even more important obligations to be good parents. The Family and Medical Leave Act was the very first bill I was privileged to sign into law as President in 1993. Since then, about 15 million people have taken advantage of it, and I've met a lot of them all across this country. I ask you to extend that law to cover 10 million more workers, and to give parents time off when they have to go see their children's teachers or take them to the doctor.*
>
> --President Bill Clinton
> State of the Union Address, 1/27/98

In his State of the Union Address, President Clinton called on Congress to extend the benefits of the Family and Medical Leave Act -- the first piece of legislation that the President signed into law -- to ten million more American workers.

BIPARTISAN REPORT SHOWS THE LAW IS WORKING. Since 1993, the Family and Medical Leave Act has enabled at least fifteen million American workers at businesses with 50 or more employees to take up to twelve weeks unpaid, job-protected leave to care for a newborn or adopted child, to attend to their own serious health needs, or to care for a seriously ill parent, child or spouse. The bipartisan Commission on Leave -- chaired by Senators Craig and Dodd -- reported that the law is working:

- **67 million Americans -- over half of all workers -- are now guaranteed they can take leave** from their job to care for a sick relative or a newborn child without fear of losing their job or health insurance.
- **At least fifteen million Americans have taken advantage of the law since its enactment.**
- **40% of all workers think they will need to take leave** for a covered reason at some time in the next five years.
- **Despite its opponents' claims, compliance is easy and costs are low for most employers now covered by the law**:
    - **Nine out of ten employers find the law "very" or "somewhat" easy to administer.**
    - **Compliance entails either little or no costs for 89%-99% of businesses.**
    - **Smaller covered worksites found it easier to comply than larger sites.**
- **Some businesses have reported reduced employee turnover, enhanced productivity and improved morale** which they attribute to the Act.

NOW IS THE TIME TO EXPAND THE LAW TO COVER MORE WORKERS AND BETTER HELP WORKERS CARE FOR THEIR CHILDREN AND PARENTS. The President believes that it is time to expand the benefits of the law. He is urging the Congress to:

- **Enable workers at businesses with 25 or more workers to take unpaid, job-proctected leave** -- from current law which covers businesses of 50 or more employees. Lowering the employer coverage threshold from 50 to 25 workers will enable up to ten million more Americans to take up to twelve weeks unpaid, job-protected leave to care for a newborn or adopted child, to attend to their own serious health needs, or to care for a seriously ill parent, child or spouse.

- **Allow workers to take up to 24 hours of leave each year to meet additional specified family obligations**, including routine doctors appointments and parent-teacher conferences. Leave could be taken to: (1) participate in school activities, such as parent-teacher conferences; (2) accompany your child to routine dental or medical appointments; and (3) accompany an elderly relative to routine medical appointments or other professional services.