



May 16, 2007

United States House of Representatives
Washington, D.C. 20515

Dear Representative:

The National Coalition to Protect Family Leave urges you to oppose an amendment to expand the Family and Medical Leave Act (FMLA) that will be offered by Representatives Udall (D-NM) and Altmire (D-PA) during consideration of H.R. 1585, the National Defense Authorization Act. Although well intentioned, this amendment is a significant expansion of employment law that has not been reviewed by the committee of jurisdiction. Moreover, the Coalition has consistently sought clarifications to the FMLA's confusing and conflicting implementing regulations to ensure the integrity of the Act. Until these issues are addressed, the Coalition cannot support efforts to expand the FMLA.

If enacted, the Udall/Altmire amendment would expand the FMLA to provide leave for military families to deal with exigencies arising from a call to duty. The National Coalition to Protect Family Leave supports the spirit and intent of the FMLA and providing military families additional work flexibility. There is, however, a lengthy record of problems with administering leave under the FMLA due to confusing and inconsistent regulations. The amendment is written very broadly, setting vague standards for leave, and does not adequately address many issues key for effective implementation, which under the FMLA have led to excessive litigation. In addition, because this amendment has not received committee review, Members of Congress have not had the opportunity to explore the potential effect of the Udall/Altmire amendment on the FMLA and how the amendment would interact with other federal and state leave statutes. The Coalition believes that these issues need to be debated and addressed in committee before expansions of the FMLA are considered.

The Coalition is dedicated to improving the FMLA for both employees and employers, and looks forward to working with you to ensure that FMLA leave is available to those employees that Congress intended to cover. For additional information, please contact the Coalition at 703-535-6352.

Sincerely,

The National Coalition to Protect Family Leave