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CHAPTER 28—FAMILY AND MEDICAL LEAVE

- Sec.
2601. Findings and purposes.
 (a) Findings.
 (b) Purposes.
- SUBCHAPTER I—GENERAL REQUIREMENTS FOR LEAVE
2611. Definitions.
2612. Leave requirement.
 (a) In general.
 (b) Leave taken intermittently or on reduced leave schedule.
 (c) Unpaid leave permitted.
 (d) Relationship to paid leave.
 (e) Foreseeable leave.
 (f) Spouses employed by same employer.
2613. Certification.
 (a) In general.
 (b) Sufficient certification.
 (c) Second opinion.
 (d) Resolution of conflicting opinions.
 (e) Subsequent recertification.
2614. Employment and benefits protection.
 (a) Restoration to position.
 (b) Exemption concerning certain highly compensated employees.
 (c) Maintenance of health benefits.
2615. Prohibited acts.
 (a) Interference with rights.
 (b) Interference with proceedings or inquiries.
2616. Investigative authority.
 (a) In general.
 (b) Obligation to keep and preserve records.
 (c) Required submissions generally limited to annual basis.
 (d) Subpoena powers.
2617. Enforcement.
 (a) Civil action by employees.
 (b) Action by Secretary.
 (c) Limitation.
 (d) Action for injunction by Secretary.
 (e) Solicitor of Labor.
2618. Special rules concerning employees of local educational agencies.
 (a) Application.
 (b) Leave does not violate certain other Federal laws.
 (c) Intermittent leave or leave on reduced schedule for instructional employees.
 (d) Rules applicable to periods near conclusion of academic term.
 (e) Restoration to equivalent employment position.
 (f) Reduction of amount of liability.
2619. Notice.
 (a) In general.
 (b) Penalty.
- SUBCHAPTER II—COMMISSION ON LEAVE
2631. Establishment.
2632. Duties.
2633. Membership.
 (a) Composition.
 (b) Vacancies.
 (c) Chairperson and vice chairperson.
 (d) Quorum.
2634. Compensation.
 (a) Pay.
 (b) Travel expenses.
2635. Powers.
 (a) Meetings.
 (b) Hearings and sessions.
 (c) Access to information.

- Sec.
 (d) Use of facilities and services.
 (e) Personnel from other agencies.
 (f) Voluntary service.
2636. Termination.
- SUBCHAPTER III—MISCELLANEOUS PROVISIONS
2651. Effect on other laws.
 (a) Federal and State antidiscrimination laws.
 (b) State and local laws.
2652. Effect on existing employment benefits.
 (a) More protective.
 (b) Less protective.
2653. Encouragement of more generous leave policies.
2654. Regulations.

CHAPTER REFERRED TO IN OTHER SECTIONS

This chapter is referred to in title 3 sections 412, 415.

§ 2601. Findings and purposes

(a) Findings

- Congress finds that—
- (1) the number of single-parent households and two-parent households in which the single parent or both parents work is increasing significantly;
 - (2) it is important for the development of children and the family unit that fathers and mothers be able to participate in early child-rearing and the care of family members who have serious health conditions;
 - (3) the lack of employment policies to accommodate working parents can force individuals to choose between job security and parenting;
 - (4) there is inadequate job security for employees who have serious health conditions that prevent them from working for temporary periods;
 - (5) due to the nature of the roles of men and women in our society, the primary responsibility for family caretaking often falls on women, and such responsibility affects the working lives of women more than it affects the working lives of men; and
 - (6) employment standards that apply to one gender only have serious potential for encouraging employers to discriminate against employees and applicants for employment who are of that gender.

(b) Purposes

- It is the purpose of this Act—
- (1) to balance the demands of the workplace with the needs of families, to promote the stability and economic security of families, and to promote national interests in preserving family integrity;
 - (2) to entitle employees to take reasonable leave for medical reasons, for the birth or adoption of a child, and for the care of a child, spouse, or parent who has a serious health condition;
 - (3) to accomplish the purposes described in paragraphs (1) and (2) in a manner that accommodates the legitimate interests of employers;
 - (4) to accomplish the purposes described in paragraphs (1) and (2) in a manner that, consistent with the Equal Protection Clause of the Fourteenth Amendment, minimizes the potential for employment discrimination on