

Resolution No.   6

Date: 6/8/2013

City: Washington, DC

NAHB Resolution

Title: Family/Medical Leave  
Sponsor: Federal Government Affairs and State and Local Government Affairs  
Committees  
Submitted by: Jerry Konter

WHEREAS, on February 5, 1993, President Bill Clinton signed H.R. 1, the Family and Medical Leave Act (FMLA) of 1993 (P.L. 103-3) into law;

WHEREAS, the law provides covered employees with up to 12 weeks of unpaid leave per year for the birth or adoption of a child, for the serious illness of a family member, or for the employee's own serious illness, with protection of the employee's employment and health benefit rights;

WHEREAS, the law exempts small businesses and limits coverage of private employers to those who employ 50 or more persons for each working day during 20 or more calendar weeks in the current or preceding calendar year;

WHEREAS, to be eligible for leave, an employee of a covered employer must have been employed by that employer for at least 12 months and must have worked for at least 1,250 hours during the 12-month period preceding the commencement of the leave; and

WHEREAS, Congress and the states look to expand family and medical leave requirements, including mandated paid leave,

NOW, THEREFORE, BE IT RESOLVED that the National Association of Home Builders (NAHB) urge Congress to preserve the Family and Medical Leave Act's (FMLA) meaningful 50 employee/small business exemption, and

BE IT FURTHER RESOLVED that NAHB urge Congress, the administration, state and local governments to oppose future legislative attempts to make provisions for mandated paid leave and/or expand employee coverage under the FMLA or relevant state or local workplace and employment laws.

Board of Directors Action:	Approved
Executive Board Action:	Recommends Approval
Resolutions Committee Action:	Recommends Approval
Custom Home Builders Committee Action:	Recommends Approval
Single Family Production Builders Committee Action:	Recommends Approval
Business Management & Information Technology Committee Action:	Recommends Approval
State and Local Government Affairs Committee Action:	Recommends Approval
Federal Government Affairs Committee Action:	Recommends Approval
Single Family Small Volume Builders Committee Action:	Recommends Approval

*This resolution updates and replaces policy due to sunset: 1993.2 No. 3 Family/Medical Leave*