



# FMLA is Working



The Department of Labor surveyed employers and employees nationwide on leave taking under the Family and Medical Leave Act. On the 20th Anniversary of the FMLA, DOL can conclude that the FMLA continues to make a positive impact on the lives of workers without imposing an undue burden upon employers. The FMLA is working.

**91%**

of employers report that complying with the FMLA has had either a positive effect or no noticeable effect on employee absenteeism, turnover and morale.



**85%**

of employers report that complying with the FMLA is very easy, somewhat easy, or has no noticeable effect.

## Intermittent Leave



**24%**

A relatively small portion of leave taken for FMLA reasons is intermittent leave.

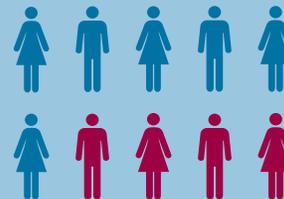


Fewer than **2%**

of employees who take intermittent leave are off for a day or less.

**Nearly 60%**

of employees meet all criteria for coverage and eligibility under the FMLA.



**13%**

of all employees reported taking leave for an FMLA reason in the past 12 months.

## Misuse of FMLA is Rare



Fewer than **2%** of covered worksites reported confirmed misuse of FMLA

Fewer than **3%** of covered worksites reported suspicion of FMLA misuse

## Education Continues

The DOL's Wage and Hour Division continues to advance the knowledge of the employer and employee communities in the administration and usage of the FMLA. As education continues, the positive impacts of the FMLA will continue to benefit the workplace nationwide.

For more information, please call 866-4US-WAGE (487-9243), or visit **DOL's FMLA homepage**

<http://www.dol.gov/whd/fmla/index.htm>

**FMLA Employee Guide**

<http://www.dol.gov/whd/fmla/employeeguide.htm>

**DOL 2013 FMLA Survey**

<http://www.dol.gov/asp/evaluation/fmla/fmla2012.htm>



**U.S. DEPARTMENT OF LABOR**  
Wage and Hour Division

