



## **EMPLOYERS' VIEWS OF THE FAMILY & MEDICAL LEAVE ACT (FMLA)<sup>i</sup>**

### **How do Employers Assess the FMLA's Effect on Business Performance?**

- ③ 9 in 10 FMLA-covered employers say the FMLA has a neutral or positive effect on profitability and growth.

### **How do Employers Assess the Effect of FMLA Intermittent Leave on Business Performance?**

- ③ 4 in 5 FMLA-covered employers say that intermittent leave has a neutral effect on productivity.
- ③ More than 9 in 10 covered employers (94%) say that intermittent leave has a neutral effect on profitability.

### **Is Administering the FMLA Costly to Employers?**

- ③ 9 in 10 FMLA-covered employers experience either no increase or only a small increase in administrative costs due to the FMLA.

### **How do Employers Assess the FMLA's Effect on Employee Morale?**

- ③ 9 in 10 covered employers say the FMLA has a neutral or positive effect on employee morale.

### **Do Employees Return to Their Employer After Taking FMLA Leave?**

- ③ 98% of covered and eligible employees return to work for the same employer after taking leave for family and medical reasons.

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<sup>i</sup> All findings reported here were compiled from the U.S. Department of Labor report, *Balancing the Needs of Families and Employers: Family and Medical Leave Surveys 2000 Update*, conducted by Westat for the U.S. Department of Labor, Washington, DC, 2000. The findings are based on two nationally-representative, random-sample surveys: one representing all employees and one representing private-sector establishments.