

June 22, 2011

Dear Senator/Representative:

We, the undersigned organizations, express our strong support for the “Family and Medical Leave Inclusion Act” (FMLIA) and urge you to co-sponsor this important legislation. The bill, sponsored by Representative Carolyn Maloney (NY) and Senator Richard Durbin (IL), updates the Family and Medical Leave Act to reflect a broader range of caregiver relationships, ensuring that workers can use unpaid leave to care for an adult child, domestic partner, grandparent, grandchild, parent-in-law, or sibling.

Since 1993, when the Family and Medical Leave Act (FMLA) was enacted, over 50 million Americans have been able to take up to 12 weeks of unpaid, job-protected leave to care for their new babies, sick family members, or to recover from their own serious illnesses. The FMLA has proven essential to achieving greater employee retention and reducing employee turnover.

While these protections have helped millions of families, they do not reflect the many caretaking roles that workers may have, forcing many to choose between a paycheck and a familial responsibility. All of America’s workers must have the opportunity to fulfill their critically important family and caregiver roles while continuing to contribute to our nation’s economy.

Today, we urge Congress to make the FMLA reflective of the broad diversity of American families and extend the protections of the Act to thousands more who serve not only as breadwinners, but also as caregivers. This legislation represents simple fairness and we urge you to cosponsor the Family Medical Leave Inclusion Act. To sign-on to the bill please contact Elizabeth Darnall (Rep. Maloney) at [Elizabeth.Darnall@mail.house.gov](mailto:Elizabeth.Darnall@mail.house.gov), or Albert Sanders (Sen. Durbin) at [Albert\\_Sanders@judiciary-dem.senate.gov](mailto:Albert_Sanders@judiciary-dem.senate.gov).

Sincerely,

9 to 5, National Association of Working Women  
9 to 5, National Association of Working Women - Atlanta Chapter  
9 to 5, National Association of Working Women - Colorado Chapter  
9 to 5, National Association of Working Women - Los Angeles Chapter  
9 to 5, National Association of Working Women - Milwaukee Chapter  
A Better Balance  
Action Now  
AFSCME  
AIDS Foundation of Chicago  
AIDS Legal Council of Chicago  
American Academy of Pediatrics  
American Association of People with Disabilities (AAPD)  
American Association of University Women (AAUW)  
American Civil Liberties Union  
American Federation of Teachers  
American Medical Student Association  
Association of Flight Attendants - CWA

Association of University Centers on Disabilities (AUCD)  
Business and Professional Women's Foundation  
Center for American Progress Action Fund  
Center for Law and Social Policy (CLASP)  
Center for Partnership Studies and the Caring Economics Campaign  
Coalition of Labor Union Women  
Coalition on Human Needs  
Communications Workers of America, AFL-CIO  
CWA 9000  
Direct Care Alliance  
Economic Opportunity Institute  
Engineers and Scientists of California, Local 20 IFPTE  
Families USA  
Family Equality Council  
Freedom To Marry  
Gay & Lesbian Advocates & Defenders (GLAD)  
HIV Prevention Justice Alliance  
Human Rights Campaign  
Illinois National Organization for Women  
Immigration Equality Action Fund  
JALSA - Jewish Alliance for Law & Social Action  
Jobs with Justice  
Labor Project for Working Families  
National Asian Pacific American Women's Forum  
National Center on Caregiving, Family Caregiver Alliance  
National Center for Transgender Equality  
National Coalition for LGBT Health  
National Council of Jewish Women  
National Council of Jewish Women Illinois State Public Affairs Committee  
National Council of Women's Organizations  
National Employment Lawyers Association, Illinois chapter  
National Employment Law Project  
National Gay and Lesbian Task Force Action Fund  
National Hispanic Council on Aging  
National Latina Institute for Reproductive Health  
Lawyers' Committee  
National Partnership for Women & Families  
National Respite Coalition  
National Treasury Employees Union  
National Women's Health Network  
New York Union Child Care Coalition  
North/Northwest Suburban Illinois chapter of NOW  
NY Paid Leave Coalition  
PFLAG National (Parents, Families and Friends of Lesbians and Gays)  
People For the American Way  
Professional and Technical Employees Local 17  
Puget Sound Sage  
SAGE (Services and Advocacy for GLBT Elders)  
Service Employees International Union (SEIU)

The AIDS Institute  
The Leadership Conference on Civil and Human Rights  
UFCW Local 141  
UFCW Local 367  
UFT at UCP  
United Church of Christ Justice and Witness Ministries  
United Food & Commercial Workers International Union  
Voices for Vermont's Children  
Washington Family Leave Coalition  
Washington State National Organization for Women  
Washington State National Organization for Women - Tacoma Chapter  
Washington State Representative Mary Lou Dickerson  
Wider Opportunities for Women  
Women Employed