S 489

Family and Medical Leave Clarification Act

Congress: 107 (2001–2003, Ended)
Chamber: Senate
Policy Area: Labor and Employment
Introduced: Mar 8, 2001
Current Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (text of measure
Latest Action: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (text of measure as introduced: CR S2073-2074) (Mar 8, 2001)
Official Text: https://www.congress.gov/bill/107th-congress/senate-bill/489

Sponsor

Name: Sen. Gregg, Judd [R-NH]
Party: Republican • **State:** NH • **Chamber:** Senate

Cosponsors (1 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Hutchinson, Tim [R-AR]	R · AR		Jun 29, 2001

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Mar 8, 2001

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

No related bills are listed.

Summary (as of Mar 8, 2001)

Family and Medical Leave Clarification Act - Amends the Family and Medical Leave Act of 1993 (FMLA) to revise the definition of serious health condition to: (1) exclude from FMLA coverage a short-term illness, injury, impairment, or condition for which treatment and recovery are very brief; and (2) include a list of examples of types of illnesses, injuries, impairments, and physical or mental conditions to be covered under FMLA.

Allows employers to require that intermittent leave be taken in minimum blocks of four hours.

Requires employees to: (1) request leave be designated as FMLA leave; (2) provide written application within five working days of providing notice to the employer for foreseeable leave; and (3) with respect to unforeseeable leave, to provide, at a minimum, oral notification of the need for the leave not later than the date the leave commences, unless the employee is physically or mentally incapable of providing notice or submitting the application.

Permits employers to require employees to choose between taking unpaid leave provided by the FMLA or paid absence under an employer's collective bargaining agreement or other sick leave, sick pay, or disability plan, program, or policy of the employer.

Directs the Secretary of Labor to review all existing regulations for implementing FMLA, and to issue new regulations revised to reflect the amendments made by this Act.

Actions Timeline

- **Mar 8, 2001:** Introduced in Senate
- **Mar 8, 2001:** Sponsor introductory remarks on measure. (CR S2072-2073)
- **Mar 8, 2001:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (text of measure as introduced: CR S2073-2074)

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