

FMLA REGULATIONS COULD BE TIGHTENED BY CONGRESS



Have you ever had a hard time taking off work for a doctor's appointment? Maybe you've experienced just the opposite, and found it easy to take time off. According to a [report today](#) by HR Morning, The Family and Medical Leave Enhancement Act, which was recently introduced to the House of Representatives, would make sure that you would get a set time off each month for doctor's appointments as well as school or community events for your children. The current FMLA applies only to companies with 50 or more employees, and allows for up to 12 weeks of leave in a 12 month period. The new bill would apply the FMLA to every company with more than 25 employees. It would also require these companies to give employees leave for "routine family medical care needs", including children's and grandchildren's doctor appointments. It would also require these companies to allow parents leave to attend an activity sponsored by their child's or grandchild's school or community, and limit the time off given to four hours monthly and no greater than 24 hours a year. This bill hasn't been introduced to the house, but when it is, if it passes, it will have far-reaching effects on employee benefits and HR for small companies.

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