

Congress of the United States
Washington, DC 20515

Co-Sponsor the Parental Bereavement Act, H.R. 515

Dear Colleague:

We are asking for your support to make common-sense changes to the Family and Medical Leave Act (FMLA). The Sarah Grace-Farley-Kluger Act, also known as the Parental Bereavement Act of 2013, was introduced on the 20th anniversary of the Family and Medical Leave Act in order to allow parents grieving from the death of their child to receive up to 12 weeks of job-protected time off. FMLA is designed to help employees balance their work and family responsibilities by allowing them to take reasonable unpaid leave for certain family and medical reasons without fear of losing their job. It also seeks to accommodate the legitimate interests of employers by limiting leave to a maximum of 12 weeks and making it unpaid.

The FMLA is, at its core, a family values law that encourages family devotion during unique family events. Passed in 1993, the FMLA allows parents to take unpaid time off to care for newborn babies, adopted children, and family members with serious health conditions. FMLA applies to businesses with 50 or more employees, as well as all public agencies, public and private elementary and secondary schools. The employee, to be eligible, must have worked for the employer at least one year and worked at least 1,250 hours in the previous 12 months.

The Parental Bereavement Act, H.R. 515, would ensure that the death of a child is treated like these other life-altering events, allowing parents time to grieve without having to worry about getting fired for not returning to work immediately. Considering the unfathomable pain and suffering that a mother or father must go through when such a tragic event happens, allowing these grieving parents time to deal with their loss is a family value we all should share.

If you would like to cosponsor H.R. 515, please contact Colleen Nguyen (Colleen.Nguyen@mail.house.gov) in Rep. Israel's office or Trevor Pearson (Trevor.Pearson@mail.house.gov) in Rep. Gosar's office.

Sincerely,



STEVE ISRAEL
Member of Congress



PAUL GOSAR
Member of Congress