

What Are HR Professionals Saying About the FMLA?

The Family and Medical Leave Act (FMLA) was a bipartisan milestone in workplace protections when it was signed by President Bill Clinton in 1993. But now, its relevance has grown uncertain amid changes in leave policies, worker classifications, federal accommodations, and workplace culture.

SHRM’s survey reflects the daily experiences of FMLA managers and provides insights into HR challenges and the regulatory and legislative changes supported by its members. Key highlights:

Employers indicate the FMLA may be starting to show its age:

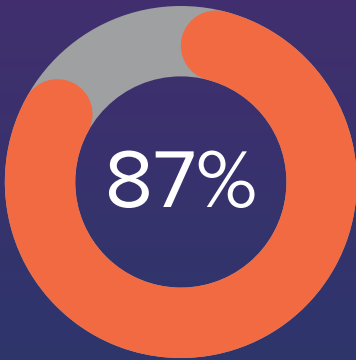


Nearly 9 out of 10 (87%) employers say that Congress has an **opportunity and responsibility** to revise the FMLA to meet the current and future needs of work, workers, and workplaces.

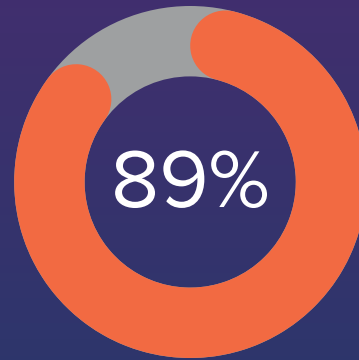


3 in 4 (75%) employers say FMLA’s requirements are **outdated and should be updated** to reflect the modern world of work and family dynamics.

Employers are looking for more resources on compliance:



87% of employers “agree” or “strongly agree” that there is a lack of clear cross-agency guidance on on what to do when the FMLA overlaps and diverges with the Pregnant Workers Fairness Act and Americans with Disabilities Act for reduced or intermittent scheduling requests.



89% of employers “agree” or “strongly agree” that there should be more education and training for both employees and employers regarding FMLA rights and responsibilities.

For more information, please reach out to SHRM’s Government Affairs at governmentaffairs@shrm.org.

Methodology: A total of 1,431 HR professionals were surveyed on Oct. 7-9, 2024. The survey was fielded electronically using the SHRM Voice of Work Research Panel.