



HUMAN
RIGHTS
CAMPAIGN[™]

June 20, 2007
U.S. House of Representatives
Washington D.C. 20515

Dear Representative:

On behalf of the Human Rights Campaign's more than 700,000 members and supporters nationwide, I urge you to cosponsor the "Family and Medical Leave Inclusion Act" being introduced today by Representative Carolyn Maloney. This bill would amend the Family and Medical Leave Act of 1993 to permit employees to take leave to care for a domestic partner, parent-in-law, adult child, sibling, or grandparent if the domestic partner, parent-in-law, adult child, sibling, or grandparent has a serious health condition.

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. Many same-sex couples are in committed, long-term relationships and are financially interdependent in the same manner as married couples. In fact, the 2000 Census reported that there are 594,391 same-sex households in the country living in 99.3 percent of all counties in the United States.

Yet too many same sex-couples simply cannot take advantage of FMLA because their domestic-partners are not recognized under federal law. These couples experience the same levels of stress, lack of productivity, distraction and fear of job loss as do others when a partner becomes ill and must be hospitalized or cared for by others, and yet they are not guaranteed access to leave to care for them under the FMLA. The result is that many Americans are unable to take time off from work in family emergencies for fear of losing their jobs. This lack of guaranteed leave places both the employee and their partner at increased risk for stress, financial hardship and job loss.

Representative Maloney's bill would correct this inequity by extending coverage under the FMLA to people taking leave to care for their domestic partner with a serious health condition. This legislation represents simple fairness and we urge you to become a cosponsor.

To cosponsor this important legislation, please call Anna Cielinski in Congresswoman Maloney's office at 202-225-7944.

Sincerely,

Allison Herwitt
Legislative Director

WORKING FOR LESBIAN, GAY, BISEXUAL AND TRANSGENDER EQUAL RIGHTS

1640 RHODE ISLAND AVE., NW WASHINGTON, D.C. 20036
PHONE (202) 628 4160 FAX (202) 347 5323 E-MAIL HRC@HRC.ORG