



May 4, 2011

The Honorable Carolyn Maloney  
2332 Rayburn House Office Building  
U.S. House of Representatives  
Washington, D.C. 20515

Dear Representative Maloney:

On behalf of the National Small Business Association (NSBA), the nation's oldest nonpartisan small business advocacy group reaching more than 150,000 small businesses nationwide, I am writing in opposition to the Family and Medical Leave Enhancement Act of 2011 (H.R. 1440).

NSBA opposes H.R. 1440 because, despite its perceivably good intentions, expansion of the Family and Medical Leave Act (FMLA) of 1993 would have dire consequences for the job-creation role of small businesses. NSBA believes this legislation is ill-timed and ill-advised, serving only to hinder the potential success of growing small businesses.

Currently, FMLA requirements apply to employers who have 50 or more employees; however, H.R. 1440 would reduce that threshold to 25 or more employees. Additionally, the legislation would expand the nature of qualifying events (e.g., to attend activities sponsored by a school or community organization attended by children or grandchildren), instituting unwarranted requirements on small businesses to provide another category of time-off work.

NSBA supports the FMLA with respect to ensuring FMLA leave is available to those employees Congress intended it to cover and, moreover, ending the misuse of leave that threatens the integrity of the law. Along those lines, NSBA is open to pursuing policies that achieve those goals.

Thank you for the opportunity to comment on H.R. 1440.

Sincerely,

A handwritten signature in black ink, appearing to read "Todd O. McCracken". The signature is stylized and cursive.

Todd O. McCracken  
President

Cc:

House Education and Workforce Committee, Subcommittee on Workforce Protections  
Chairman Tim Walberg

House Education and Workforce Committee, Subcommittee on Workforce Protections  
Ranking Member Lynn Woolsey