



October 18, 1993

FMLA-9

Dear *Name**,

This is in response to your inquiry under the Family and Medical Leave Act of 1993 (FMLA) regarding the applicability of the FMLA to employees working in Russia.

The Department of Labor administers the FMLA only with respect to employees employed in the United States, including the District of Columbia and any territory or possession of the United States. Therefore, employees stationed full time overseas in a foreign country on one and two year employment contracts would not be eligible for the benefits of the FMLA while working overseas.

I hope this is responsive to your inquiry. If you have further questions, please do not hesitate to contact us again.

Sincerely,

J. Dean Speer
Director, Division of Policy and Analysis

* *Note: The actual name(s) was removed to preserve privacy in accordance with 5 U.S.C. 552 (b)(7).*