



December 7, 1993

FMLA-21

Dear *Name\**,

This is in response to your letter to Lynn Martin, former Secretary of Labor. I am answering on behalf of the current Secretary of Labor, Robert Reich.

In your letter, you express the view that the Family and Medical Leave Act (FMLA) should cover you or other employees who wish to care for grandparents with serious health conditions as well as others who are not parents, children or spouses but may be dependent on an employee.

Your efforts to assure care for your grandmother and similarly situated persons via FMLA is understood and appreciated. However, the Congress did not provide FMLA coverage for employees caring for persons other than a biological parent or someone who is in loco parentis, in addition to a spouse or child. Accordingly, any change in the law to broaden coverage in the way you suggest would require action by Congress.

Thank you for writing and sharing your views on these matters.

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).*