



# Family and Medical Leave Act in 2012

## SUMMARY

The 1993 [Family and Medical Leave Act \(FMLA\)](#) allows eligible employees working for covered employers to take up to 12 work weeks of unpaid, job-protected leave for certain family and medical reasons.

The 2012 study included phone and online surveys with employees and employers ("worksites"). The employee survey used random-digit dial (RDD) with computer-assisted telephone interviewing (CATI) to complete 2,852 interviews between February 1 and June 24, 2012. The worksite survey included 1,812 completed interviews conducted by a respondent-selected combination of phone (using CATI) or web between March 12, 2012 and June 15, 2012.

Explore findings and datasets from the 2012 surveys below.

## KEY TAKEAWAYS

- **Most participating worksites reported not being covered by the FMLA**, though more than half of participating employees were eligible for the protections of the FMLA. About 17 percent of participating worksites reported that it was covered by the FMLA. Another 30 percent reported they were unsure.
- **About 66 percent of employees who participated in the survey had heard of the FMLA.**
- **Leave is not uncommon.** Thirteen percent of employees who participated in the survey reported they took leave for a qualifying FMLA reason in the previous year. More employees eligible for FMLA (16 percent) who participated in the survey took leave than those who were not eligible (10 percent).
- **Employee reports of unmet need for leave were limited.** A small proportion of employees who participated in the survey, 5 percent, reported that they needed leave but were unable to take it during the previous year. Rates of unmet need for leave were similar across eligible and ineligible employees who participated in the survey.
- **Most covered worksites that participated in the survey and were large enough to have eligible employees reported little difficulty complying with the FMLA.**

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**STUDY TIMEFRAME:** 2012  
**SUBMITTED BY:** Abt Associates  
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