FOR IMMEDIATE RELEASE
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202-724-9250

OOC AWAITS CONGRESSIONAL APPROVAL OF ITS ADOPTED
FMLA REGULATIONS

Washington, DC - The Office of Compliance (OOC) submitted for congressional approval its
adopted Family and Medical Leave Act (FMLA) regulations which would place legislative
branch employing offices in line with the private sector and other governmental entities in
providing unpaid leave to eligible employees for specified family and medical reasons, and for
certain circumstances relating to a family member’s military service. The OOC’s adopted FMLA
regulations are available on the agency’s website and appeared in the Congressional Record on
June 22, 2016 (House, Senate).

“Our goal in passing these regulations is simple – to provide legislative branch workers with the
same FMLA rights and protections available to workers in the private sector and other
government entities,” said OOC Board Chair, Barbara L. Camens. “We took into account
valuable input from our partners at the U.S. Capitol Police, the Office of the Architect of the
Capitol, and the House and Senate to prepare these regulations, and we look forward to
Congressional approval.”

The Congressional Accountability Act of 1995 (CAA) established the OOC and tasked the small,
independent agency with adopting regulations implementing many federal workplace laws that
cover approximately 30,000 legislative branch workers and visitors on Capitol Hill and in district
and state offices around the country. The CAA generally requires that the OOC’s regulations
mirror the FMLA regulations issued by the Department of Labor, which uniformly apply to the
private sector, executive branch, and local and state government employers. Although adopted
by the Board of Directors of the OOC, the regulations must still be approved by Congress to be
effective.

As part of its mandate, the OOC educates and promotes workplace rights and protections
throughout the legislative branch. To achieve this goal, among other services, the OOC offers
detailed training on the rights and protections in the FMLA to employees and employing offices
on and off Capitol Hill.

For more information on the history of the OOC’s FMLA regulations, visit the OOC’s website at
www.compliance.gov, or contact the OOC’s Deputy Executive Director Paula Sumberg at (202)
724-9250.