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THE IMPACT OF THE FAMILY MEDICAL LEAVE ACT
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As society has changed and more women have entered the workforce, the need has arisen to protect the concerns and issues of the family. The Family Medical Leave Act (FMLA) was established to help balance the demands of family and the workforce. The Act in its principle form was designed to be implemented in a nondiscriminatory nature with respect to gender or race. Our examination is focused on the effectiveness of the Family Medical Leave Act and its implications from the perspective of the employer and the employees. Major areas of interest include cost, usage and possible violations of the Act. There is also an attempt to evaluate the claim for a non-gender bias implementation of the FMLA. Ultimately, we plan to discover the Family Medical Leave Act's ability to accomplish its underlined goals and determine whether it is an additional cost or truly a benefit to companies in the form of higher productivity and enhancement of morale among employees.