

nesses of this country talking to employers and employees, watching the way people work, often working with them. And I know that men and women are more productive when they are sure they won't lose their jobs because they're trying to be good parents, good children. Our businesses should not lose the services of these dedicated Americans. And over the long run, the lessons of the most productive companies in the world, here at home and around the world, are that those who put their people first are those who will triumph in the global economy. The business leaders who have already instituted family and medical leave understand this, and I'm very proud of some of the business leaders who are here today who represent not only themselves but others all across America who were ahead of all of us who make laws in doing what is right by our families.

Family and medical leave is a matter of pure common sense and a matter of common decency. It will provide Americans what they need most: peace of mind. Never again will parents have to fear losing their jobs because of their families.

Just a week ago, I spoke to 10 people in families who had experienced the kinds of problems Mrs. Yandle has talked about today. Vice President Gore and I talked to people all across America who moved us deeply. We were saddened to hear their stories, but today all of us can be happy to think of their future.

Now that we have won this difficult battle, let me ask all of you to think about what we must do ahead to put the public interest ahead of special interest, to pass a budget which will grow this economy and shrink our deficit, and to go on about the business of putting families first. There's a lot more we need to do to help people trapped in welfare move to work and independence; to strengthen child support enforcement; to reward those who work 40 hours a week and have children at home with an increase in the earned-income tax credit so we can really say we're rewarding work instead of dependence; to immunize all the children of this country so more parents won't have to take advantage of family leave because their children will be well and strong and healthy.

Let all of us who care about our families, our people, the strength of our economy, and the future of our Nation put our partisan and other interests aside and be inspired by this great victory today to have others when Congress returns to this city and we go on about the people's business.

Thank you very much.

NOTE: The President spoke at 9:22 a.m. in the Rose Garden at the White House. In his remarks, he referred to Vicki Yandle, whose daughter's illness had resulted in both parents losing their jobs. H.R. 1, approved February 5, was assigned Public Law No. 103-3.

Statement on Signing the Family and Medical Leave Act of 1993 *February 5, 1993*

Today, I am pleased to sign into law H.R. 1, the "Family and Medical Leave Act of 1993." I believe that this legislation is a response to a compelling need—the need of the American family for flexibility in the workplace. American workers will no longer have to choose between the job they need and the family they love.

This legislation mandates that public and private employers with at least fifty workers provide their employees with family and medical leave. At its core is the provision for employees to take up to 12 weeks of unpaid leave for the care of a newborn or newly adopted child, for the care of a family member with a serious

medical condition, or for their own illness. It also requires employers to maintain health insurance coverage and job protection for the duration of the leave. It sets minimum length of service and hours of work requirements before employees become eligible.

The need for this legislation is clear. The American workforce has changed dramatically in recent years. These changes have created a substantial and growing need for family and medical leave for working Americans.

In 1965, about 35 percent of mothers with children under 18 were labor force participants. By 1992, that figure had reached 67 percent.