



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

November 12, 2008

The Honorable Carolyn Maloney
2331 Rayburn House Office Building
U.S. House of Representatives
Washington, DC 20515

Dear Congresswoman Maloney:

On behalf of the American Psychological Association (APA) and its 148,000 members and affiliates, I am writing in support of H.R. 2792, the *Family and Medical Leave Inclusion Act*, and to encourage you to re-introduce this important legislation in the 111th Congress.

APA is the largest scientific and professional organization representing psychology in the United States and is the world's largest association of psychologists. Comprising researchers, educators, clinicians, consultants, and graduate students, APA works to advance psychology as a science, as a profession, and as a means of promoting health, education and human welfare.

APA has been a leader in working to support federal action to improve the health and well-being of lesbian, gay, and bisexual people for more than 30 years. Research has shown that social support, including the support of spousal and family relationships, is a very important contribution to health and well-being. APA supports access to the full benefits of marriage for same-sex couples and their families, but absent that access, APA believes that legislation such as H.R. 2792, if enacted, will make a significant contribution to the well-being of this population of families by strengthening the social support they receive.

The *Family and Medical Leave Inclusion Act* lays a strong foundation for much-needed reforms to address discrepancies in current law that discriminate against same sex partners. Specifically, H.R. 2792 would amend the Family and Medical Leave Act of 1993 to permit an employee to take up to twelve weeks of unpaid leave from work to care for a domestic partner or same-sex spouse, as determined under applicable State law, parent-in-law, adult child, sibling, or grandparent, if such person has a serious health condition. Passage of this important legislation would be a critical step forward in providing equal rights to all Americans, regardless of their sexual orientation.

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In closing, we would like to thank you for your efforts in developing the *Family and Medical Leave Inclusion Act* and to offer our association's assistance in furthering passage of this vital legislation during the 111th Congress. Please contact Jutta Tobias, Ph.D., of our Government Relations Office at (202) 336-5668 or jtobias@apa.org, if you would like any additional information.

Sincerely,

A handwritten signature in blue ink, appearing to read "G. Keita". The signature is fluid and cursive, with the first letter of the first name being a large, stylized "G".

Gwendolyn Puryear Keita, Ph.D.
Executive Director
Public Interest Directorate