

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. letter	Kevin Knussman to Parris N. Glendening and Kathleen Kennedy Townsend (4 pages)	02/12/1999	P6/b(6)
002. letter	Kevin Knussman to Parris N. Glendening and Kathleen Kennedy Townsend (4 pages)	02/12/1999	P6/b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Shirley Sagawa
OA/Box Number: 23244

FOLDER TITLE:

Knussman FMLA [Family Medical Leave Act] Case

2013-0124-S

rc1172

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

Shirley/Nicole

To: Melanne Verveer, Chief of Staff

From: H. Kevin Knussman

Date: 2-17-99

Would you please forward the attached information to Mrs. Clinton. Mr. Eric Woodard gave me your information.

If you need any additional information please do not hesitate to give me a call at (410) 820-7279. Thank you in advance for your help.

I have enclosed a copy of
a Wash Post article FYI.
Please make sure Mrs Clinton
knows of their assistance & that
fee is very much appreciated!
H. Kevin Knussman

Shirley/Nicole

To: Melanne Verveer, Chief of Staff

From: H. Kevin Knussman

Date: 2-17-99

Would you please forward the attached information to Mrs. Clinton. Mr. Eric Woodard gave me your information.

If you need any additional information please do not hesitate to give me a call at (410) 820-7279. Thank you in advance for your help.

I have enclosed a copy of
a Wash Post article FYI.
Please make sure Mrs Clinton
knows of their assistance & that
far is very much appreciated!
H. Kevin Knussman

Feb. 17, 1999

Ms. Hilary Rodham Clinton
First Lady, United States of America
1600 Pennsylvania Avenue
Washington, D.C. 20500

Dear Ms. Clinton:

I am aware that you have been following my court case involving the Family and Medical Leave Act. I thought I should send you a copy of a letter forwarded to Maryland Governor Glendenning and Lt. Governor Townsend as an update to my situation.

I hope you can provide some much needed assistance to convince Maryland officials to bring this litigation to a conclusion. Should you need any additional information please do not hesitate to contact me at (410) 820-7279!

Again, thank you for including me and Paige in your book. We would welcome the opportunity to visit with you in person. My daughter is now four years old, and I also have a two year old daughter. Incidentally, I obtained 12 weeks of FMLA leave following her birth.

We look forward to you reply!

Sincerely,



H. Kevin Knussman
29605 Galloway Run
Easton, Maryland 21601-6353

encl.

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. letter	Kevin Knussman to Parris N. Glendening and Kathleen Kennedy Townsend (4 pages)	02/12/1999	P6/b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Shirley Sagawa
OA/Box Number: 23244

FOLDER TITLE:

Knussman FMLA [Family Medical Leave Act] Case

2013-0124-S
rc1172

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

METRO

FRIDAY, FEBRUARY 12, 1999

Obituarie
Federal Diar
Weathe



BY JUANA ARIAS—THE WASHINGTON POST

Maryland state Trooper Kevin Knussman was ordered to undergo an evaluation after he testified that he was depressed and briefly considered suicide.

Victorious Trooper Barred From Work

Mental Evaluation Ordered for Md. Paramedic Who Won Family Leave Suit

By PAUL W. VALENTINE
Washington Post Staff Writer

A veteran Maryland State Police trooper who recently won a \$375,000 jury award against the police agency in a nationally publicized family leave lawsuit was barred yesterday from returning to work and ordered to undergo psychiatric evaluation to see if he is fit for duty.

State police issued a statement late yesterday, citing testimony by Trooper Kevin Knussman during the trial in which he

acknowledged that he was depressed and briefly considered suicide because of pressure related to the legal action. The statement also said that Knussman, a helicopter paramedic, admitted forgetting the kind of treatment he had administered to two patients in a medevac operation the day after he had tended to them.

Attorneys for Knussman downplayed the testimony, calling the psychiatric evaluation order "retaliation of the most offensive, degrading sort imagin-

able." In a letter to the federal judge in the family leave case, the attorneys asked that the evaluation be blocked.

The letter, signed by attorney Robin R. Cockey, noted that state police officials have known about Knussman's thoughts of suicide and the medevac incident since late last year when a psychologist for Knussman mentioned them in a pretrial deposition.

If officials were so concerned about his stability, Cockey wrote the judge, they should have or-

dered the evaluation then. Knussman has continued to work as a state police paramedic, but he has been on leave since the beginning of his civil trial last month.

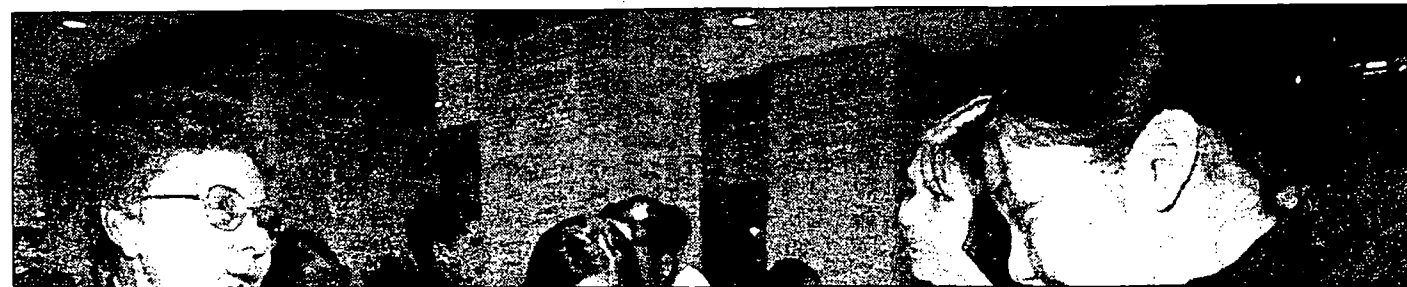
Knussman said in an interview yesterday that he had "briefly thought about" suicide two years ago, after he filed the lawsuit and the pressure of litigation was mounting on him and his family. He described his thoughts only as a "general feel-

See KNUSSMAN, B8, Col. 3

Opening The Power Market

*Md. Faces Task
Of Deregulation*

Catholic Church Seeks Recruits



District Is Fined For Late Payments

M A R Y L A N D

Md. Trooper Protests Evaluation Order

KNUSSMAN, From B1

ing that life is not worth living." He said he soon put aside such thoughts. "I put it in a box," he said.

The medevac operation, Knussman said, was an isolated incident about two years ago in which he said he had "trouble focusing on the job because of the case and the litigation."

Attorneys for Knussman said that no date has been set for the evaluation or for a hearing on whether Knussman must submit to the evaluation.

State police attorneys declined to comment beyond yesterday's formal statement, citing the confidentiality of the Knussman case as a personnel matter. But one official familiar with the case said, "This is not retaliation, period."

Knussman and his psychologist also testified during the two-week trial that the 41-year-old trooper suffered periods of depression during the protracted lawsuit against his employers and has been taking the anti-depressant drug Prozac since late 1996.

Knussman, 41, who has served more than 20 years on the police force, sued the agency in 1995, claiming that he was illegally denied extended leave time to care for his ailing wife and newborn daughter because he is male.

A U.S. District Court jury agreed, finding last week that state police violated the federal Family and Medical Leave Act of 1993 and awarding Knussman \$375,000 in compensatory damages for emotional distress. Knussman's lawyers have also asked the judge to order the state police to implement the federal leave policy properly.

In a telephone interview, Cockey said state police officials, already upset with the national media focus on the case, appear to be reeling from "post-verdict sticker shock" at the large award.

Cockey said Knussman has functioned well at work, receiving top performance evaluations.

In his letter to Black, Cockey noted that state police attorneys have also known of his depression and Prozac prescriptions since well before the trial but did not appear "sufficiently concerned. . . to reclaim Trooper Knussman's . . . badge, weapon or [drive-home] vehicle, all of which they have happily left in his possession."

In an interview earlier this week about the effect of the long years of litigation, Knussman said he has suffered little overt hostility or retaliation in his job but has undergone a more



Maryland State Police Trooper Kevin Knussman plays with his daughters, Paige, 4, left, and Hope, 2, at their home in Easton, Md.

BY JUANA ARIAS—THE WASHINGTON POST

subtle treatment that he calls "quiet isolation." Fellow troopers at the helicopter hangar where he is assigned in Centreville rarely discuss the lawsuit in his presence, he said, "but it's always there . . . hanging in the air."

He said some pilots have seemed reluctant to fly with him. On the plus side, he said, a few troopers have "pulled me aside to give me words of support."

In contrast to his push for extended leave time to be with his wife and daughter, Knussman said there is a "John Wayne syndrome" among some troopers who feel compelled to show up sick for work or cut short family leave time. In some cases, he said, it appears to be a "macho thing." In others, he said, troopers are genuinely concerned about disrupting the strict round-the-clock shift requirements of police work and will come to work with influenza or other sicknesses "so other troopers don't have to be called in to cover for them."

From the beginning of his career, Knussman said, he knew he was a man apart in the law enforcement world. At the police academy 20 years ago, he said, an instructor asked him and other recruits if they considered themselves "enforcers" or "helpers." Of the more than 70 recruits present, Knussman said, "I was the only one who said 'helper.'"

Even before the verdict, Knussman had a reputation in the tight-knit fraternity of law enforcement officers as a maverick willing to challenge his employers publicly. In 1995, Knussman testified in Washington about his case before the Commission on Family and Medical Leave, established by Congress to monitor the impact of the 1993

federal leave law.

He also met President Clinton when the president used his weekly radio show to showcase White House initiatives on parental leave and other family support legislation. First lady Hillary Rodham Clinton also featured Knussman's claims against the Maryland State Police in her book "It Takes a Village."

In the two-week trial that pitted American Civil Liberties Union lawyers against Maryland State Police attorneys, Knussman testified that his wife, Kimberly, 37, suffered complications both before and after the birth of their daughter, Paige, in December 1994. He said he needed to be home to care for both.

He said supervisors erroneously told him that he could get only unpaid leave time under the federal law.

When he asked for paid leave under a Maryland law allowing 30 days' for primary caregivers, he said he was told that only birth mothers qualified as primary caregivers, while other family members could serve as secondary caregivers, eligible for only 10 days' paid leave.

State police officials countered that internal memos were widely distributed among police installations, detailing the provisions of the 1993 federal leave law.

Also, personnel supervisor Jill Mullineaux denied that Knussman was barred from being a primary care giver because he is male. She testified that although there was a "presumption" that birth mothers are primary caregivers, other family members, including fathers, can seek that status by showing that the mother is so disabled that other members have to carry out primary care functions. Knussman failed to do that, Mullineaux said.

miums

workers can get
t, by going
rance
am often
rage to
r—regardless

e program has
nsurance, then
(00), Option B
ance).

paid biweekly,
15.5 cents per
ease of 1 cent

s, per \$1,000 of
t under 35, 30
nts; 40 through
, 90 cents; 50
ugh 59, \$2.70;

on B, per
der 35, 3 cents;
through 44, 6
nts; 50 through
, 31 cents; 60
rough 69, 90
40.

n C, per \$1,000
nts; 35
ough 44, 46
nts; 50 through
\$1.45; 60
gh 64, \$2.60; 65
older, \$3.40.

nce through the
do better on the
the Civil
decided not to
employees

when they had
decision? If your
with or without
take it? At 9
dio (1120 AM),
will help federal
package a spring
tions about
rance, and he
ons of buyouts

WUST, Sharon
payment
will explain
icans With
k about people

day, Feb. 12, 1999

Heating
the WATER
is the easy part.

Nicole R. Rabner

02/10/99 11:57:22 AM

Record Type: Record

To: Shirley S. Sagawa/WHO/EOP

cc:

Subject: large jury verdict in a 'paternity leave' FMLA/sex discriminati

----- Forwarded by Nicole R. Rabner/WHO/EOP on 02/10/99 10:57 AM -----



dlenhoff @ nationalpartnership.org

02/03/99 09:23:00 AM

Record Type: Record

To: Nicole R. Rabner, Neera Tanden

cc:

Subject: large jury verdict in a 'paternity leave' FMLA/sex discriminati

I thought you'd be interested in this -- I just learned that yesterday, Kevin Knussman, a flight paramedic who worked for the state of Maryland, won a jury verdict of \$375,000 in his sex discrimination and FMLA case! Mr. Knussman had needed to take off 12 weeks of paternity leave when his first daughter, Paige, was born in 1994, because his wife was temporarily disabled by pregnancy and childbirth complications. But his employer only allowed him to take 2 weeks and made comments suggesting that this was because he was a man. The jury found that this conduct violated the FMLA and also was unlawful sex discrimination under Title VII. Sara Mandelbaum of the ACLU Women's Rights Project represented the Knussmans in court.

Mr. Knussman testified before the Family Leave Commission several years ago about his experience, and his story was featured in the First Lady's book, 'It Takes a Village.' You can read more about his story on our website, www.nationalpartnership.org.

The Boston Globe
February 7, 1999, Sunday ,City Edition

HEADLINE: When dad needs time off; Knussman win uncovers double standard that often lurks within leave policies; WORKING IT OUT / Diane E. Lewis

BYLINE: By Diane E. Lewis, Globe Staff

Since winning the first gender bias case brought under the 1993 Family and Medical Leave Act last week, H. Kevin Knussman has been pursued by the media.

He and his wife, Kim, 36, appeared on "Good Morning America." The Associated Press sent reports on his victory over national news wires on Thursday. People magazine interviewed the Knussmans at their Maryland home on Friday, and Time magazine spoke to the couple while they were in New York for their appearance on morning TV.

The telephone calls, letters, messages, and requests for interviews haven't stopped coming. Naturally, all this attention has caused the Knussmans to conclude (rightly) that many US workplaces still have trouble accepting working dads who need time off for family business. More than five years after the FMLA's enactment, that kind of devotion still can sabotage a man's career.

Knussman (pronounced Ka-noose-man), a 41-year-old father of two children who works as a helicopter paramedic, sued the Maryland State Police in 1994 after it denied him three months leave following the birth of his daughter. Although he was given 10 days, Knussman later requested more time after his wife developed complications due to childbirth.

On Tuesday, a jury awarded Knussman \$375,000 in damages for mental anguish in the first sex discrimination case filed under FMLA. Meanwhile, attorneys for the Maryland State Police, which operates the helicopter paramedic unit, are considering an appeal.

"Kim Knussman developed pregnancy induced hypertension and, as a result, the baby was three weeks early," noted Debbie Jeon, an American Civil Liberties Union attorney who represented Knussman. "Then, he got a teletyped message about a new Maryland law that provides 30 days of paid sick leave if the employee is the primary provider. But the state police said no again. People also said, 'Unless your wife is dead or in a coma, you could not be the primary provider.' "

Other off-the-wall comments from supervisors included: "God made women to have babies, not men" and "men cannot breast feed."

Kim Knussman said she was disturbed by all the comments and controversy, but when she thought long and hard about it, she wasn't really surprised. "Fathers take a big, big risk," she said in an interview. "A lot of men have gone through this. They're forced to sneak out of their offices to go out and pick up their children for fear of retribution. It's so tragic . . . A lot of employers don't

realize times have changed. Women are now breadwinners, too. There's equality now. Family leave isn't just for women, it's also for men."

Kevin Knussman fared better at the Maryland State Police when his wife delivered their second child in 1996. "They did exactly what they should have done the first time," he said. "I was permitted 12 weeks leave with pay, leave that I had accumulated already."

Still, no one at work has congratulated him on his good fortune, probably because of fear or possibly because of anger for rocking the boat. "I guess there is still a good bit of reluctance on people's parts," Knussman said.

Whatever his colleagues may feel, there is an awful lot of sympathy from the outside for the Knussmans. Just about everyone can attest to the importance of the FMLA, but problems still arise, particularly for males at firms where leave-taking is considered a woman-only affair. "There are still many places where fathers cannot honestly ask for support with respect to family matters," said Robin Hardman, spokeswoman for the Families and Work Institute in New York.

When the institute surveyed more than 1,000 US firms with 100 or more employees last year, it found that companies with a high number of women or minorities in senior positions were more likely to support workers who have family responsibilities. Among the industries most likely to disapprove? The retail industry, the institute said. Those most likely to approve of it? Financial services.

The institute reports that those most likely to offer at least 12 weeks of paternity leave are companies with more than 250 workers or large numbers of unionized employees. Not surprising, the study also showed maternity leave is more acceptable than paternity leave, even though companies are legally bound to provide either to any worker who needs time off. In all, 53 percent of the companies surveyed offered time off for maternity leave with replacement pay of some kind. For paternity leave, however, it was only 13 percent.

Most companies give workers 12 weeks of unpaid paternity leave as required by the federal law, but 10 percent offer fewer than 12 weeks and 2 percent do not even comply with the law.

Still, there has been progress: Thirteen percent of all firms with more than 100 employees now offer 13 to 26 weeks of unpaid paternity leave. And, 3 percent offer more than 26 weeks of unpaid paternity leave. A handful, such as Boston-based consultants WFD Inc., go further. They offer four weeks of paid paternity leave.

"At WFD, there has always been support for me to take the full, four weeks of leave," said Paul Rupert, leader of WFD's Flexibility Consulting Practice. "But I did not take all of it because of client pressures. There is still the assumption that women take maternity leave, and they do it because it is related to the pregnancy. But it is also true that those first few weeks are chaos, and

people are simply exhausted, which is also true of men. . . I actually had clients call me up while I was on paternity leave."

A 1998 Catalyst study of dual-career couples found that more than 70 percent of the respondents, including 67 percent of the men, would require the family leave benefit from a new employer.

"Men definitely perceive that there will be a negative repercussion to their career," said Nancy Kane, a senior associate at Catalyst, the New York research organization. "They are not considered players when they take family leave. Typically, they will use vacation days for new births and other personal or medical issues."

As for those high-level executives or politicians whose departure from their careers for family reasons drew so much attention a few years ago, Kane noted: "That happens all too infrequently. The truth is, there are really few role models in the senior ranks who use the FMLA. "

There may be even fewer who are willing to admit they were late because the baby-sitter did not show up.

LOAD-DATE: February 09, 1999

THE BALTIMORE SUN
February 4, 1999, Thursday

HEADLINE: Return to routine life postponed for trooper who won bias lawsuit;
Media interviews clutter day after court victory
BYLINE: SUN STAFF

Kevin Knussman had hoped to be able to "just kick back" yesterday.

Fat chance.

In the morning, he was interviewed on CBS Radio. At midday, an operator broke into a telephone interview with a newspaper reporter with a request for an "emergency interrupt" from NBC News. In the afternoon, he had to pack for New York and an appearance today on "Good Morning America."

He did manage to get his 4-year-old daughter, Paige, to school and his 2-year-old, Hope, to morning day care.

But the day after a federal court jury in Baltimore found that the Maryland State Police discriminated against him because of his gender when it denied him extended leave to care for his newborn first child, Trooper 1st Class Knussman did not get to work out at the YMCA near his home in Easton.

"I had to sacrifice that," he said.

Now that the nearly three-week trial is over, the quiet 41-year-old paramedic with the state police helicopter medical evacuation unit said he was looking forward to returning to the routine followed by him, his wife, Kimberly, and the couple's two daughters.

"I'm just hoping we can get this behind us and get back on the normal family schedule of school, work and taking the kids to McDonald's," Knussman said yesterday.

Knussman said he plans to be back on the job Feb. 11.

"I want to spend some time with my family," he said. "We've been focused the last three weeks on this trial. The kids are starting to say, 'Hold me, Daddy.'"

Kimberly Knussman and the children attended much of the trial, often staying overnight in hotels near the federal courthouse downtown and turning an anteroom outside Courtroom 7A into a makeshift Romper Room with toys such as large, colorful wooden dominoes. But it hardly made for quality family time.

"It's been tough on them," Knussman said of his daughters. "Paige especially sensed that court is not a place where people have been having a good time."

Since filing suit against the state police four years ago, Knussman's case has drawn attention from Congress and the White House.

The jury verdict Tuesday is considered significant because it is the first to decide the issue of sex discrimination in the application of the federal Family and Medical Leave Act, enacted five years ago. The act ensures the right of employees to take time off from work after the birth of a child, or to care for sick family members.

The jury awarded Knussman \$375,000 in damages, deciding he had been denied his right to equal treatment under the FMLA and a Maryland statute that gave state employees leave to care for their children.

Attorneys for the state police argued in court that Knussman was not discriminated against and said Tuesday that they would "almost certainly" file a motion to set aside the jury's verdict.

That rankles Knussman. "I still don't see where there's any desire on the state police's part to say, We've made a terrible mistake. Let's set this straight," he said.

Knussman said he plans to work 2 1/2 more years as a state police paramedic, taking him to 25 years of service, and then retire from the force and become a physician's assistant.

THE BALTIMORE SUN
February 3, 1999, Wednesday

HEADLINE: Jury finds sex bias by state police; Male trooper asked for extended leave to care for newborn; \$375,000 awarded; Maryland almost certainly will ask to set verdict aside

BYLINE: SUN STAFF

In a decision with national implications, a Baltimore federal court jury found that Maryland State Police illegally discriminated against a veteran trooper by denying him extended leave to care for his newborn daughter because he is a man.

After about three hours of deliberation, a U. S. District Court jury found that the state police violated the federal Family and Medical Leave Act and state law and awarded Trooper 1st Class Howard Kevin Knussman \$375,000 in damages.

An attorney with the national office of the American Civil Liberties Union in New York, who helped argue Knussman's case, said it was the first to raise the issue of sex discrimination in the application of the FMLA.

The statute was enacted five years ago to ensure the rights of employees to take time off from work to be at home after the birth of their children, or to care for sick family members.

"This verdict will send a clear message to employers that it is illegal sex discrimination to deprive a father, who wants to be with his children, of his rights," said Sara L. Mandelbaum, senior staff attorney with the ACLU's women's rights project.

About 4 million requests a year are made under the act, she said.

When the verdict of the jury of five women and four men was read in court, Knussman, 41, turned and hugged his wife, Kimberly.

Mrs. Knussman, who attended most of the 2 1/2-week trial with the couple's daughters, Paige, 4, and Hope, 2, wept quietly.

Knussman, a paramedic with the state police's medical evacuation helicopter division, said he was "relieved and grateful" with the verdict.

The Easton resident had testified he was told that he wasn't entitled to extended leave because his wife wasn't "dead or in a coma."

"I'd like to be able to go back to work and hold my head high and serve the citizens of Maryland," said Knussman, who was granted extended leave for the birth of his second child.

Assistant Maryland Attorney General Donald E. Hoffman, who represented the state police, said the agency would "almost certainly" file a motion with Judge Walter E. Black Jr. to set aside the verdict.

"We're certainly disappointed," he said.

Col. David B. Mitchell, state police superintendent and one of four officials named with the state in the case, said he believed his agency's actions were "gender neutral." He added that he continued to support all of those involved.

"I stand behind the Knussman family; I stand behind the police accused" of discrimination, said Mitchell.

Since it was filed four years ago, Knussman's case has drawn national attention. He has appeared on President Clinton's radio show, testified before a congressional commission studying the impact of the family leave act, and been mentioned in Hillary Rodham Clinton's book, "It Takes a Village."

The case has its origins in late 1994, shortly before Mitchell took over as head of the state police. That's when Knussman began seeking leave in anticipation of the impending birth of his first child -- a request that took on added urgency because of health problems his wife experienced during pregnancy.

Under the federal statute, employees can take up to 90 days of paid or unpaid leave for a family emergency. A Maryland law, enacted in 1994, allows state employees up to 30 days of paid leave after the birth of a child if they are primary care providers and up to 10 days if they are secondary providers.

Knussman, who was granted 10 days of leave in December 1994, claimed that state police had failed to properly inform him that he was entitled to paid leave under federal law, and that they discriminately assumed he was the secondary care provider under the state statute. He said he suffered anxiety and depression as a result of the discrimination.

In closing arguments yesterday, Knussman's attorneys, Mandelbaum and Robin Cockey of Salisbury, said both instances constituted a violation of the trooper's rights.

"Mothers primary, fathers secondary -- that was the mantra of the Maryland State Police," said Mandelbaum.

But an attorney for the state police said officials acted reasonably in the Knussman case.

Assistant Attorney General Betty Stemley Sconion said officials provided all employees -- men and women -- with a packet of information on the federal law. She said they were not out of line in insisting that Knussman offer evidence that he was his daughter's primary caregiver instead of simply documenting his

wife's medical problems.

"It's a management issue, it's not gender-based," Sconion said.

"No one ever told Kevin Knussman, 'You can't be a primary caregiver.' That was his perception," she added.

Warfield's Business Record
August 12, 1996

HEADLINE: Family leave suit to test federal law
BYLINE: Catherine M Brennan

In a case that could guide courts nationwide and affect scores of businesses in Maryland, a federal judge has ruled that a suit challenging the family leave policies of the Maryland State Police will go on trial.

H. Kevin Knussman, 9-year veteran of the force, claims state officials violated the federal Family and Medical Leave Act (FMLA) when they denied him time to care for his newborn daughter solely because of his sex.

The FMLA, which took effect in August 1993, protects nearly 55 percent of U.S. workers, including all public sector workers and those who work for private companies with 50 or more employees.

It permits covered workers to take up to 12 weeks of unpaid leave for family medical emergencies or to care for newborn children without fear of losing their jobs.

Robin R. Cockey, who represents the Knussmans along with American Civil Liberties Union (ACLU) attorney Deborah A. Jeon, says Senior District Judge Walter E. Black's order was "mostly good news" for Knussman.

"When you're talking about a statute that grants family leave, the bottom line is getting the leave," he says.

According to Cockey, Black's opinion joins the relatively small ranks of decisions that apply the FMLA.

"Of the approximately 20 cases that deal with the FMLA, virtually none of them address a substantive issue--it's good to get a decision that gives guidance," he says.

Knussman, an Eastern Shore flight paramedic, has set the stage for a battle over how closely the state--and affected employers--should follow the letter of the federal family leave law.

Judge Black decided Friday that the lawsuit should go forward, rejecting the state's claim that it is immune from suit under the FMLA.

Knussman may, however, still collect money damages from the individual defendants acting in their personal capacities, if he demonstrates that they violated his rights.

Most significantly, the lawsuit could force state police to adopt and post a

new gender-neutral leave policy.

If Knussman prevails, he may also win the 12-week leave he unsuccessfully sought when his daughter, Paige Riley, was born in December 1994.

Maryland changed leave procedures in 1993 to comply with the FMLA. Knussman claims that several police officials denied his leave request in contravention of those new procedures, prompting him to file suit in April 1995.

Complications with Paige's birth left Knussman's wife unable to care for the baby, thus heightening Knussman's need for leave, the suit claims.

In support of his request, Knussman cited an order issued by former state police Superintendent Larry W. Tolliver that guaranteed all personnel up to three months of parental leave upon the birth or adoption of a child pursuant to the FMLA.

That order carried little weight with Knussman's superiors, he claims.

Jill D. Mullineaux, an official with the police personnel department, allegedly told him that "because only women have the capability to breastfeed a baby," a male could not be primary care provider to a child.

Knussman also claimed that Mullineaux later told him that because "God decided only women can give birth," he was not entitled to family or medic leave "unless your wife is in a coma or dead."

Knussman further claimed that his immediate superior, First Sergeant Ronnie P. Creel, said he could only take two weeks off after Paige's birth.

While Black's decision allows Knussman's case to go forward, the judge dismissed Knussman's wife, Kimberly, and daughter from the suit. He found they had no standing to sue under the FMLA.

"(I)t is clear that while Congress sought to benefit the family unit (by passing the FMLA), it did not intend to give other family members a right of private enforcement," he wrote.

**The Daily Record (Baltimore, MD.)
December 28, 1995, Thursday**

HEADLINE: Trooper Claiming Family Leave Sparse Appellate Guidance Exists for Workers Seeking Law's Benefits

BYLINE: By Catherine Brennan; Daily Record Legal Affairs Writer

A lawsuit filed last April in federal court under the Family and Medical Leave Act of 1993, signed into law by President Bill Clinton, may affect people far beyond its Eastern Shore birthplace.

The case, Knussman v. State of Maryland et al., is apparently only one of five pending around the country under the FMLA. A male state trooper initiated the suit.

The FMLA -- hailed by supporters as a recognition of the legitimacy of family health crises in a modern capitalist economy -- guarantees workers up to 12 weeks unpaid leave without the fear of retaliation.

Despite broad-based support for the legislation, there are only a handful of reported FMLA cases around the country.

Robin R. Cockey, a partner at Banks, Nason, Hickson and Cockey who represents Trooper H. Kevin Knussman, said that there is a need for appellate guidance on the FMLA.

"There are so few cases filed that there is a clean slate," ACLU attorney Deborah Jeon, who co-counsels the Knussman case, agreed.

Knussman, an 18-year veteran with the Maryland State Police, asked for family leave before the birth of his daughter, Paige, in 1994. He cited an order issued by former Maryland State Police Superintendent Larry W. Tolliver which guaranteed all MSP personnel up to three months of parental leave upon the birth or adoption of a child.

Knussman was allegedly told by MSP representative Jill D. Mullineaux that "because only women have the capability to breast feed a baby, Knussman could not be 'primary care provider' to his child."

"This case will be decided, inevitably, with primary reference to the legislative history which is good news because the history strongly supports our position," Cockey said. "It's exciting to be working on a case that combines such a strong human imperative with some novel legal questions."

Knussman also raised claims under the 14th Amendment and the Maryland Equal Rights Amendment. No trial date has yet been set.

The Boston Globe
February 7, 1999, Sunday ,City Edition

HEADLINE: When dad needs time off; Knussman win uncovers double standard that often lurks within leave policies; WORKING IT OUT / Diane E. Lewis

BYLINE: By Diane E. Lewis, Globe Staff

Since winning the first gender bias case brought under the 1993 Family and Medical Leave Act last week, H. Kevin Knussman has been pursued by the media.

He and his wife, Kim, 36, appeared on "Good Morning America." The Associated Press sent reports on his victory over national news wires on Thursday. People magazine interviewed the Knussmans at their Maryland home on Friday, and Time magazine spoke to the couple while they were in New York for their appearance on morning TV.

The telephone calls, letters, messages, and requests for interviews haven't stopped coming. Naturally, all this attention has caused the Knussmans to conclude (rightly) that many US workplaces still have trouble accepting working dads who need time off for family business. More than five years after the FMLA's enactment, that kind of devotion still can sabotage a man's career.

Knussman (pronounced Ka-noose-man), a 41-year-old father of two children who works as a helicopter paramedic, sued the Maryland State Police in 1994 after it denied him three months leave following the birth of his daughter. Although he was given 10 days, Knussman later requested more time after his wife developed complications due to childbirth.

On Tuesday, a jury awarded Knussman \$375,000 in damages for mental anguish in the first sex discrimination case filed under FMLA. Meanwhile, attorneys for the Maryland State Police, which operates the helicopter paramedic unit, are considering an appeal.

"Kim Knussman developed pregnancy induced hypertension and, as a result, the baby was three weeks early," noted Debbie Jeon, an American Civil Liberties Union attorney who represented Knussman. "Then, he got a teletyped message about a new Maryland law that provides 30 days of paid sick leave if the employee is the primary provider. But the state police said no again. People also said, 'Unless your wife is dead or in a coma, you could not be the primary provider.' "

Other off-the-wall comments from supervisors included: "God made women to have babies, not men" and "men cannot breast feed."

Kim Knussman said she was disturbed by all the comments and controversy, but when she thought long and hard about it, she wasn't really surprised. "Fathers take a big, big risk," she said in an interview. "A lot of men have gone through this. They're forced to sneak out of their offices to go out and pick up their children for fear of retribution. It's so tragic . . . A lot of employers don't

realize times have changed. Women are now breadwinners, too. There's equality now. Family leave isn't just for women, it's also for men."

Kevin Knussman fared better at the Maryland State Police when his wife delivered their second child in 1996. "They did exactly what they should have done the first time," he said. "I was permitted 12 weeks leave with pay, leave that I had accumulated already."

Still, no one at work has congratulated him on his good fortune, probably because of fear or possibly because of anger for rocking the boat. "I guess there is still a good bit of reluctance on people's parts," Knussman said.

Whatever his colleagues may feel, there is an awful lot of sympathy from the outside for the Knussmans. Just about everyone can attest to the importance of the FMLA, but problems still arise, particularly for males at firms where leave-taking is considered a woman-only affair. "There are still many places where fathers cannot honestly ask for support with respect to family matters," said Robin Hardman, spokeswoman for the Families and Work Institute in New York.

When the institute surveyed more than 1,000 US firms with 100 or more employees last year, it found that companies with a high number of women or minorities in senior positions were more likely to support workers who have family responsibilities. Among the industries most likely to disapprove? The retail industry, the institute said. Those most likely to approve of it? Financial services.

The institute reports that those most likely to offer at least 12 weeks of paternity leave are companies with more than 250 workers or large numbers of unionized employees. Not surprising, the study also showed maternity leave is more acceptable than paternity leave, even though companies are legally bound to provide either to any worker who needs time off. In all, 53 percent of the companies surveyed offered time off for maternity leave with replacement pay of some kind. For paternity leave, however, it was only 13 percent.

Most companies give workers 12 weeks of unpaid paternity leave as required by the federal law, but 10 percent offer fewer than 12 weeks and 2 percent do not even comply with the law.

Still, there has been progress: Thirteen percent of all firms with more than 100 employees now offer 13 to 26 weeks of unpaid paternity leave. And, 3 percent offer more than 26 weeks of unpaid paternity leave. A handful, such as Boston-based consultants WFD Inc., go further. They offer four weeks of paid paternity leave.

"At WFD, there has always been support for me to take the full, four weeks of leave," said Paul Rupert, leader of WFD's Flexibility Consulting Practice. "But I did not take all of it because of client pressures. There is still the assumption that women take maternity leave, and they do it because it is related to the pregnancy. But it is also true that those first few weeks are chaos, and

people are simply exhausted, which is also true of men. . . I actually had clients call me up while I was on paternity leave."

A 1998 Catalyst study of dual-career couples found that more than 70 percent of the respondents, including 67 percent of the men, would require the family leave benefit from a new employer.

"Men definitely perceive that there will be a negative repercussion to their career," said Nancy Kane, a senior associate at Catalyst, the New York research organization. "They are not considered players when they take family leave. Typically, they will use vacation days for new births and other personal or medical issues."

As for those high-level executives or politicians whose departure from their careers for family reasons drew so much attention a few years ago, Kane noted: "That happens all too infrequently. The truth is, there are really few role models in the senior ranks who use the FMLA. "

There may be even fewer who are willing to admit they were late because the baby-sitter did not show up.

LOAD-DATE: February 09, 1999

THE BALTIMORE SUN
February 4, 1999, Thursday

HEADLINE: Return to routine life postponed for trooper who won bias lawsuit;
Media interviews clutter day after court victory

BYLINE: SUN STAFF

Kevin Knussman had hoped to be able to "just kick back" yesterday.

Fat chance.

In the morning, he was interviewed on CBS Radio. At midday, an operator broke into a telephone interview with a newspaper reporter with a request for an "emergency interrupt" from NBC News. In the afternoon, he had to pack for New York and an appearance today on "Good Morning America."

He did manage to get his 4-year-old daughter, Paige, to school and his 2-year-old, Hope, to morning day care.

But the day after a federal court jury in Baltimore found that the Maryland State Police discriminated against him because of his gender when it denied him extended leave to care for his newborn first child, Trooper 1st Class Knussman did not get to work out at the YMCA near his home in Easton.

"I had to sacrifice that," he said.

Now that the nearly three-week trial is over, the quiet 41-year-old paramedic with the state police helicopter medical evacuation unit said he was looking forward to returning to the routine followed by him, his wife, Kimberly, and the couple's two daughters.

"I'm just hoping we can get this behind us and get back on the normal family schedule of school, work and taking the kids to McDonald's," Knussman said yesterday.

Knussman said he plans to be back on the job Feb. 11.

"I want to spend some time with my family," he said. "We've been focused the last three weeks on this trial. The kids are starting to say, 'Hold me, Daddy.'"

Kimberly Knussman and the children attended much of the trial, often staying overnight in hotels near the federal courthouse downtown and turning an anteroom outside Courtroom 7A into a makeshift Romper Room with toys such as large, colorful wooden dominoes. But it hardly made for quality family time.

"It's been tough on them," Knussman said of his daughters. "Paige especially sensed that court is not a place where people have been having a good time."

Since filing suit against the state police four years ago, Knussman's case has drawn attention from Congress and the White House.

The jury verdict Tuesday is considered significant because it is the first to decide the issue of sex discrimination in the application of the federal Family and Medical Leave Act, enacted five years ago. The act ensures the right of employees to take time off from work after the birth of a child, or to care for sick family members.

The jury awarded Knussman \$375,000 in damages, deciding he had been denied his right to equal treatment under the FMLA and a Maryland statute that gave state employees leave to care for their children.

Attorneys for the state police argued in court that Knussman was not discriminated against and said Tuesday that they would "almost certainly" file a motion to set aside the jury's verdict.

That rankles Knussman. "I still don't see where there's any desire on the state police's part to say, We've made a terrible mistake. Let's set this straight," he said.

Knussman said he plans to work 2 1/2 more years as a state police paramedic, taking him to 25 years of service, and then retire from the force and become a physician's assistant.

THE BALTIMORE SUN
February 3, 1999, Wednesday

HEADLINE: Jury finds sex bias by state police; Male trooper asked for extended leave to care for newborn; \$375,000 awarded; Maryland almost certainly will ask to set verdict aside
BYLINE: SUN STAFF

In a decision with national implications, a Baltimore federal court jury found that Maryland State Police illegally discriminated against a veteran trooper by denying him extended leave to care for his newborn daughter because he is a man.

After about three hours of deliberation, a U. S. District Court jury found that the state police violated the federal Family and Medical Leave Act and state law and awarded Trooper 1st Class Howard Kevin Knussman \$375,000 in damages.

An attorney with the national office of the American Civil Liberties Union in New York, who helped argue Knussman's case, said it was the first to raise the issue of sex discrimination in the application of the FMLA.

The statute was enacted five years ago to ensure the rights of employees to take time off from work to be at home after the birth of their children, or to care for sick family members.

"This verdict will send a clear message to employers that it is illegal sex discrimination to deprive a father, who wants to be with his children, of his rights," said Sara L. Mandelbaum, senior staff attorney with the ACLU's women's rights project.

About 4 million requests a year are made under the act, she said.

When the verdict of the jury of five women and four men was read in court, Knussman, 41, turned and hugged his wife, Kimberly.

Mrs. Knussman, who attended most of the 2 1/2-week trial with the couple's daughters, Paige, 4, and Hope, 2, wept quietly.

Knussman, a paramedic with the state police's medical evacuation helicopter division, said he was "relieved and grateful" with the verdict.

The Easton resident had testified he was told that he wasn't entitled to extended leave because his wife wasn't "dead or in a coma."

"I'd like to be able to go back to work and hold my head high and serve the citizens of Maryland," said Knussman, who was granted extended leave for the birth of his second child.

Assistant Maryland Attorney General Donald E. Hoffman, who represented the state police, said the agency would "almost certainly" file a motion with Judge Walter E. Black Jr. to set aside the verdict.

"We're certainly disappointed," he said.

Col. David B. Mitchell, state police superintendent and one of four officials named with the state in the case, said he believed his agency's actions were "gender neutral." He added that he continued to support all of those involved.

"I stand behind the Knussman family; I stand behind the police accused" of discrimination, said Mitchell.

Since it was filed four years ago, Knussman's case has drawn national attention. He has appeared on President Clinton's radio show, testified before a congressional commission studying the impact of the family leave act, and been mentioned in Hillary Rodham Clinton's book, "It Takes a Village."

The case has its origins in late 1994, shortly before Mitchell took over as head of the state police. That's when Knussman began seeking leave in anticipation of the impending birth of his first child -- a request that took on added urgency because of health problems his wife experienced during pregnancy.

Under the federal statute, employees can take up to 90 days of paid or unpaid leave for a family emergency. A Maryland law, enacted in 1994, allows state employees up to 30 days of paid leave after the birth of a child if they are primary care providers and up to 10 days if they are secondary providers.

Knussman, who was granted 10 days of leave in December 1994, claimed that state police had failed to properly inform him that he was entitled to paid leave under federal law, and that they discriminately assumed he was the secondary care provider under the state statute. He said he suffered anxiety and depression as a result of the discrimination.

In closing arguments yesterday, Knussman's attorneys, Mandelbaum and Robin Cockey of Salisbury, said both instances constituted a violation of the trooper's rights.

"Mothers primary, fathers secondary -- that was the mantra of the Maryland State Police," said Mandelbaum.

But an attorney for the state police said officials acted reasonably in the Knussman case.

Assistant Attorney General Betty Stemley Sconion said officials provided all employees -- men and women -- with a packet of information on the federal law. She said they were not out of line in insisting that Knussman offer evidence that he was his daughter's primary caregiver instead of simply documenting his

wife's medical problems.

"It's a management issue, it's not gender-based," Sconion said.

"No one ever told Kevin Knussman, 'You can't be a primary caregiver.' That was his perception," she added.

Warfield's Business Record
August 12, 1996

HEADLINE: Family leave suit to test federal law

BYLINE: Catherine M Brennan

In a case that could guide courts nationwide and affect scores of businesses in Maryland, a federal judge has ruled that a suit challenging the family leave policies of the Maryland State Police will go on trial.

H. Kevin Knussman, 9-year veteran of the force, claims state officials violated the federal Family and Medical Leave Act (FMLA) when they denied him time to care for his newborn daughter solely because of his sex.

The FMLA, which took effect in August 1993, protects nearly 55 percent of U.S. workers, including all public sector workers and those who work for private companies with 50 or more employees.

It permits covered workers to take up to 12 weeks of unpaid leave for family medical emergencies or to care for newborn children without fear of losing their jobs.

Robin R. Cockey, who represents the Knussmans along with American Civil Liberties Union (ACLU) attorney Deborah A. Jeon, says Senior District Judge Walter E. Black's order was "mostly good news" for Knussman.

"When you're talking about a statute that grants family leave, the bottom line is getting the leave," he says.

According to Cockey, Black's opinion joins the relatively small ranks of decisions that apply the FMLA.

"Of the approximately 20 cases that deal with the FMLA, virtually none of them address a substantive issue--it's good to get a decision that gives guidance," he says.

Knussman, an Eastern Shore flight paramedic, has set the stage for a battle over how closely the state--and affected employers--should follow the letter of the federal family leave law.

Judge Black decided Friday that the lawsuit should go forward, rejecting the state's claim that it is immune from suit under the FMLA.

Knussman may, however, still collect money damages from the individual defendants acting in their personal capacities, if he demonstrates that they violated his rights.

Most significantly, the lawsuit could force state police to adopt and post a

new gender-neutral leave policy.

If Knussman prevails, he may also win the 12-week leave he unsuccessfully sought when his daughter, Paige Riley, was born in December 1994.

Maryland changed leave procedures in 1993 to comply with the FMLA. Knussman claims that several police officials denied his leave request in contravention of those new procedures, prompting him to file suit in April 1995.

Complications with Paige's birth left Knussman's wife unable to care for the baby, thus heightening Knussman's need for leave, the suit claims.

In support of his request, Knussman cited an order issued by former state police Superintendent Larry W. Tolliver that guaranteed all personnel up to three months of parental leave upon the birth or adoption of a child pursuant to the FMLA.

That order carried little weight with Knussman's superiors, he claims.

Jill D. Mullineaux, an official with the police personnel department, allegedly told him that "because only women have the capability to breastfeed a baby," a male could not be primary care provider to a child.

Knussman also claimed that Mullineaux later told him that because "God decided only women can give birth," he was not entitled to family or medic leave "unless your wife is in a coma or dead."

Knussman further claimed that his immediate superior, First Sergeant Ronnie P. Creel, said he could only take two weeks off after Paige's birth.

While Black's decision allows Knussman's case to go forward, the judge dismissed Knussman's wife, Kimberly, and daughter from the suit. He found they had no standing to sue under the FMLA.

"(I)t is clear that while Congress sought to benefit the family unit (by passing the FMLA), it did not intend to give other family members a right of private enforcement," he wrote.

The Daily Record (Baltimore, MD.)
December 28, 1995, Thursday

HEADLINE: Trooper Claiming Family Leave Sparse Appellate Guidance Exists for Workers Seeking Law's Benefits

BYLINE: By Catherine Brennan; Daily Record Legal Affairs Writer

A lawsuit filed last April in federal court under the Family and Medical Leave Act of 1993, signed into law by President Bill Clinton, may affect people far beyond its Eastern Shore birthplace.

The case, Knussman v. State of Maryland et al., is apparently only one of five pending around the country under the FMLA. A male state trooper initiated the suit.

The FMLA -- hailed by supporters as a recognition of the legitimacy of family health crises in a modern capitalist economy -- guarantees workers up to 12 weeks unpaid leave without the fear of retaliation.

Despite broad-based support for the legislation, there are only a handful of reported FMLA cases around the country.

Robin R. Cockey, a partner at Banks, Nason, Hickson and Cockey who represents Trooper H. Kevin Knussman, said that there is a need for appellate guidance on the FMLA.

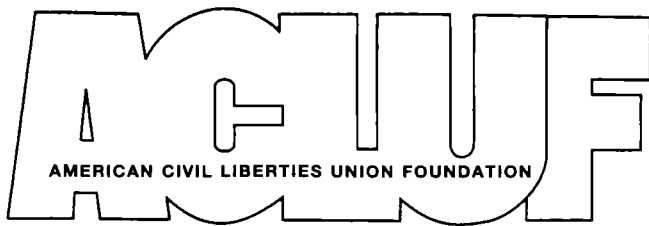
"There are so few cases filed that there is a clean slate," ACLU attorney Deborah Jeon, who co-counsels the Knussman case, agreed.

Knussman, an 18-year veteran with the Maryland State Police, asked for family leave before the birth of his daughter, Paige, in 1994. He cited an order issued by former Maryland State Police Superintendent Larry W. Tolliver which guaranteed all MSP personnel up to three months of parental leave upon the birth or adoption of a child.

Knussman was allegedly told by MSP representative Jill D. Mullineaux that "because only women have the capability to breast feed a baby, Knussman could not be 'primary care provider' to his child."

"This case will be decided, inevitably, with primary reference to the legislative history which is good news because the history strongly supports our position," Cockey said. "It's exciting to be working on a case that combines such a strong human imperative with some novel legal questions."

Knussman also raised claims under the 14th Amendment and the Maryland Equal Rights Amendment. No trial date has yet been set.



Shirley

WOMEN'S RIGHTS PROJECT

Sara L. Mandelbaum
Senior Staff Attorney

National Headquarters 125 Broad Street, New York, NY 10004-2400

Tel (212) 549-2645 Fax (212) 549-2652 E-mail: smandelbaum@aclu.org

VIA FEDERAL EXPRESS

Ms. Melanne Verveer
Chief of Staff
Office of the First Lady
OEOB
Room 100
Washington, D.C. 20502

Dear Ms. Verveer:

I am one of the attorneys for Trooper Kevin Knussman, along with Deborah Jeon of the ACLU of Maryland and Robin R. Cockey of Salisbury, Maryland. I am sending you, under cover of this letter, a copy of a letter from Trooper Knussman to the Governor and Lt. Governor of Maryland. Although the Office of the First Lady was copied on that letter, I am writing directly to you in order to ensure that the issues addressed therein come to the First Lady's personal attention.

As you are no doubt aware, the First Lady mentions Trooper Knussman's case in her book, It Takes A Village, and he has just won a \$375,000 jury verdict under the Equal Protection Clause (for sex discrimination) and under the Family and Medical Leave Act (for violations of his FMLA rights). As the attached letter explains, however, the Maryland State Police appears determined to prolong this litigation on appeal by, among other things, attacking the constitutionality of the FMLA itself. On behalf of Trooper Knussman, we would be most appreciative of any assistance the First Lady might give to forestall any attempt to destroy this legislation which is so crucial to the rights of women, men and their families. If you have any questions, please do not hesitate to call.

Thank you very much in advance for your attention to this matter.

Sincerely,

Sara L. Mandelbaum

cc: Jenny Luray
Director, Women's Initiatives and Outreach

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
002. letter	Kevin Knussman to Parris N. Glendening and Kathleen Kennedy Townsend (4 pages)	02/12/1999	P6/b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Shirley Sagawa
OA/Box Number: 23244

FOLDER TITLE:

Knussman FMLA [Family Medical Leave Act] Case

2013-0124-S
rc1172

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]