

119TH CONGRESS
1ST SESSION

H. R. 1002

To amend the Family and Medical Leave Act of 1993 and title 5, United States Code, to permit leave to care for a domestic partner, parent-in-law, or adult child, or another related individual, who has a serious health condition, and to allow employees to take, as additional leave, parental involvement and family wellness leave to participate in or attend their children's and grandchildren's educational and extracurricular activities or meet family care needs.

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 5, 2025

Mrs. HAYES (for herself, Ms. NORTON, Mr. THOMPSON of Mississippi, Mr. DAVIS of Illinois, Mr. BEYER, Ms. STANSBURY, Mrs. CHERFILUS-McCORMICK, Ms. PINGREE, Mr. CASTEN, Ms. SCANLON, Ms. CLARKE of New York, Mr. FROST, Mr. MCGOVERN, Mr. MAGAZINER, Mr. GARCÍA of Illinois, Mr. DELUZIO, Mr. GOLDMAN of New York, Mr. SMITH of Washington, Mr. CARSON, Ms. TOKUDA, Mr. EVANS of Pennsylvania, Ms. DELAURO, Ms. JAYAPAL, Mr. CLEAVER, Mr. GOMEZ, Ms. PRESSLEY, Mrs. WATSON COLEMAN, Mr. OLSZEWSKI, Ms. MCBRIDE, Ms. UNDERWOOD, Mrs. RAMIREZ, Mr. COHEN, Mrs. McIVER, Mr. MCGARVEY, and Ms. OMAR) introduced the following bill; which was referred to the Committee on Education and Workforce, and in addition to the Committees on Oversight and Government Reform, and House Administration, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To amend the Family and Medical Leave Act of 1993 and title 5, United States Code, to permit leave to care for a domestic partner, parent-in-law, or adult child, or another related individual, who has a serious health

condition, and to allow employees to take, as additional leave, parental involvement and family wellness leave to participate in or attend their children’s and grandchildren’s educational and extracurricular activities or meet family care needs.

1 *Be it enacted by the Senate and House of Representa-*
 2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Caring for All Families
 5 Act”.

6 **SEC. 2. LEAVE TO CARE FOR A DOMESTIC PARTNER, SON-**
 7 **IN-LAW, DAUGHTER-IN-LAW, PARENT-IN-LAW,**
 8 **ADULT CHILD, GRANDPARENT, GRANDCHILD,**
 9 **OR SIBLING OF THE EMPLOYEE, OR AN-**
 10 **OTHER RELATED INDIVIDUAL.**

11 (a) DEFINITIONS.—

12 (1) INCLUSION OF RELATED INDIVIDUALS.—

13 Section 101 of the Family and Medical Leave Act of
 14 1993 (29 U.S.C. 2611) is amended by adding at the
 15 end the following:

16 “(20) ANY OTHER INDIVIDUAL WHOSE CLOSE
 17 ASSOCIATION IS THE EQUIVALENT OF A FAMILY RE-
 18 LATIONSHIP.—The term ‘any other individual whose
 19 close association is the equivalent of a family rela-
 20 tionship’, used with respect to an employee or a cov-
 21 ered servicemember, means any person with whom

1 the employee or covered servicemember, as the case
2 may be, has a significant personal bond that is or
3 is like a family relationship, regardless of biological
4 or legal relationship.

5 “(21) DOMESTIC PARTNER.—The term ‘domes-
6 tic partner’, used with respect to an employee or a
7 covered servicemember, means—

8 “(A) the person recognized as the domestic
9 partner of the employee or covered servicemem-
10 ber under any domestic partnership or civil
11 union law of a State or political subdivision of
12 a State; or

13 “(B) in the case of an unmarried employee
14 or covered servicemember, an unmarried adult
15 person who is in a committed, personal relation-
16 ship with the employee or covered servicemem-
17 ber, is not a domestic partner as described in
18 subparagraph (A) to or in such a relationship
19 with any other person, and who is designated to
20 the employer by such employee or covered serv-
21 ice member as the domestic partner of that em-
22 ployee or covered servicemember.

23 “(22) GRANDCHILD.—The term ‘grandchild’,
24 used with respect to an employee or a covered serv-

1 icemember, means the son or daughter of a son or
2 daughter of the employee or covered service member.

3 “(23) GRANDPARENT.—The term ‘grand-
4 parent’, used with respect to an employee or a cov-
5 ered servicemember, means a parent of a parent of
6 the employee or covered service member.

7 “(24) NEPHEW; NIECE.—The terms ‘nephew’
8 and ‘niece’, used with respect to an employee or a
9 covered servicemember, mean a son or daughter of
10 the sibling of the employee or covered service mem-
11 ber.

12 “(25) PARENT-IN-LAW.—The term ‘parent-in-
13 law’, used with respect to an employee or a covered
14 servicemember, means a parent of the spouse or do-
15 mestic partner of the employee or covered service
16 member.

17 “(26) SIBLING.—The term ‘sibling’, used with
18 respect to an employee or a covered servicemember,
19 means any person who is a son or daughter of par-
20 ent of the employee or covered service member
21 (other than the employee or covered servicemember).

22 “(27) SON-IN-LAW; DAUGHTER-IN-LAW.—The
23 terms ‘son-in-law’ and ‘daughter-in-law’, used with
24 respect to an employee or a covered servicemember,
25 mean any person who is a spouse or domestic part-

1 ner of a son or daughter, as the case may be, of the
2 employee or covered service member.

3 “(28) UNCLE; AUNT.—The terms ‘uncle’ and
4 ‘aunt’, used with respect to an employee or a covered
5 servicemember, mean the son or daughter, as the
6 case may be, of the grandparent of the employee or
7 covered servicemember (other than the parent of the
8 employee or covered service member).”.

9 (2) INCLUSION OF ADULT CHILDREN AND CHIL-
10 DREN OF A DOMESTIC PARTNER.—Section 101(12)
11 of such Act (29 U.S.C. 2611(12)) is amended—

12 (A) by inserting “a child of an individual’s
13 domestic partner,” after “a legal ward,”; and

14 (B) by striking “who is—” and all that
15 follows and inserting “and includes an adult
16 child.”.

17 (b) LEAVE REQUIREMENT.—Section 102 of the Fam-
18 ily and Medical Leave Act of 1993 (29 U.S.C. 2612) is
19 amended—

20 (1) in subsection (a)—

21 (A) in paragraph (1)—

22 (i) in subparagraph (C), by striking
23 “spouse, or a son, daughter, or parent, of
24 the employee, if such spouse, son, daugh-
25 ter, or parent” and inserting “spouse or

1 domestic partner, or a son or daughter,
2 son-in-law or daughter-in-law, parent, par-
3 ent-in-law, grandparent, grandchild, sib-
4 ling, uncle or aunt, or nephew or niece of
5 the employee, or any other individual
6 whose close association is the equivalent of
7 a family relationship with the employee, if
8 such spouse, domestic partner, son or
9 daughter, son-in-law or daughter-in-law,
10 parent, parent-in-law, grandparent, grand-
11 child, sibling, uncle or aunt, or nephew or
12 niece, or such other individual”; and

13 (ii) in subparagraph (E), by striking
14 “spouse, or a son, daughter, or parent of
15 the employee” and inserting “spouse or do-
16 mestic partner, or a son or daughter, son-
17 in-law or daughter-in-law, parent, parent-
18 in-law, grandchild, sibling, uncle or aunt,
19 or nephew or niece of the employee, or any
20 other individual whose close association is
21 the equivalent of a family relationship with
22 the employee”; and

23 (B) in paragraph (3), by striking “spouse,
24 son, daughter, parent, or next of kin of a cov-
25 ered servicemember” and inserting “spouse or

1 domestic partner, son or daughter, son-in-law
2 or daughter-in-law, parent, parent-in-law,
3 grandparent, sibling, uncle or aunt, nephew or
4 niece, or next of kin of a covered servicemem-
5 ber, or any other individual whose close associa-
6 tion is the equivalent of a family relationship
7 with the covered servicemember”;

8 (2) in subsection (e)—

9 (A) in paragraph (2)(A), by striking “son,
10 daughter, spouse, parent, or covered service-
11 member of the employee, as appropriate” and
12 inserting “son or daughter, son-in-law or
13 daughter-in-law, spouse or domestic partner,
14 parent, parent-in-law, grandparent, grandchild,
15 sibling, uncle or aunt, nephew or niece, or cov-
16 ered servicemember of the employee, or any
17 other individual whose close association is the
18 equivalent of a family relationship with the em-
19 ployee, as appropriate”; and

20 (B) in paragraph (3), by striking “spouse,
21 or a son, daughter, or parent, of the employee”
22 and inserting “spouse or domestic partner, or a
23 son or daughter, son-in-law or daughter-in-law,
24 parent, parent-in-law, grandchild, sibling, uncle
25 or aunt, or nephew or niece of the employee, or

1 any other individual whose close association is
2 the equivalent of a family relationship with the
3 employee, as appropriate,”; and

4 (3) in subsection (f)—

5 (A) in paragraph (1)—

6 (i) in the matter preceding subpara-
7 graph (A), by inserting “, or domestic
8 partners,” after “husband and wife”; and

9 (ii) in subparagraph (B), by inserting
10 “or parent-in-law” after “parent”; and

11 (B) in paragraph (2), by inserting “, or
12 those domestic partners,” after “husband and
13 wife” each place it appears.

14 (c) CERTIFICATION.—Section 103 of the Family and
15 Medical Leave Act of 1993 (29 U.S.C. 2613) is amend-
16 ed—

17 (1) in subsection (a), by striking “son, daugh-
18 ter, spouse, or parent of the employee, or of the next
19 of kin of an individual in the case of leave taken
20 under such paragraph (3), as appropriate” and in-
21 sserting “son or daughter, son-in-law or daughter-in-
22 law, spouse or domestic partner, parent, parent-in-
23 law, grandparent, grandchild, sibling, uncle or aunt,
24 or nephew or niece of the employee, or the next of
25 kin of an individual, or any other individual whose

1 close association is the equivalent of a family rela-
2 tionship with the employee, as appropriate”; and

3 (2) in subsection (b)—

4 (A) in paragraph (4)(A), by striking “son,
5 daughter, spouse, or parent and an estimate of
6 the amount of time that such employee is need-
7 ed to care for the son, daughter, spouse, or par-
8 ent” and inserting “son or daughter, son-in-law
9 or daughter-in-law, spouse or domestic partner,
10 parent, parent-in-law, grandparent, grandchild,
11 sibling, uncle or aunt, or nephew or niece of the
12 employee, or any other individual whose close
13 association is the equivalent of a family rela-
14 tionship with the employee, as appropriate, and
15 an estimate of the amount of time that such
16 employee is needed to care for such son or
17 daughter, son-in-law or daughter-in-law, spouse
18 or domestic partner, parent, parent-in-law,
19 grandparent, grandchild, sibling, uncle or aunt,
20 or nephew or niece, or such other individual”;
21 and

22 (B) in paragraph (7), by striking “son,
23 daughter, parent, or spouse who has a serious
24 health condition, or will assist in their recov-
25 ery,” and inserting “son or daughter, son-in-law

1 or daughter-in-law, spouse or domestic partner,
2 parent, parent-in-law, grandparent, grandchild,
3 sibling, uncle or aunt, or nephew or niece, with
4 a serious health condition, of the employee, or
5 an individual, with a serious health condition,
6 who is any other individual whose close associa-
7 tion is the equivalent of a family relationship
8 with the employee, as appropriate, or will assist
9 in the recovery.”.

10 (d) EMPLOYMENT AND BENEFITS PROTECTION.—
11 Section 104(c)(3) of the Family and Medical Leave Act
12 of 1993 (29 U.S.C. 2614(c)(3)) is amended—

13 (1) in subparagraph (A)(i), by striking “son,
14 daughter, spouse, or parent of the employee, as ap-
15 propriate,” and inserting “son or daughter, son-in-
16 law or daughter-in-law, spouse or domestic partner,
17 parent, parent-in-law, grandparent, grandchild, sib-
18 ling, uncle or aunt, or nephew or niece of the em-
19 ployee, or any other individual whose close associa-
20 tion is the equivalent of a family relationship with
21 the employee, as appropriate,”; and

22 (2) in subparagraph (C)(ii), by striking “son,
23 daughter, spouse, or parent” and inserting “employ-
24 ee’s son or daughter, son-in-law or daughter-in-law,
25 spouse or domestic partner, parent, parent-in-law,

1 grandparent, grandchild, sibling, uncle or aunt, or
 2 nephew or niece, or (with relation to the employee)
 3 any other individual whose close association is the
 4 equivalent of a family relationship, as appropriate.”.

5 **SEC. 3. LEAVE TO CARE FOR A DOMESTIC PARTNER, SON-**
 6 **IN-LAW, DAUGHTER-IN-LAW, PARENT-IN-LAW,**
 7 **ADULT CHILD, GRANDPARENT, GRANDCHILD,**
 8 **OR SIBLING OF THE EMPLOYEE, OR AN-**
 9 **OTHER RELATED INDIVIDUAL FOR FEDERAL**
 10 **EMPLOYEES.**

11 (a) DEFINITIONS.—

12 (1) INCLUSION OF A DOMESTIC PARTNER, SON-
 13 IN-LAW, DAUGHTER-IN-LAW, PARENT-IN-LAW, ADULT
 14 CHILD, GRANDPARENT, GRANDCHILD, OR SIBLING
 15 OF THE EMPLOYEE, OR ANOTHER INDIVIDUAL
 16 WHOSE CLOSE ASSOCIATION IS THE EQUIVALENT OF
 17 A FAMILY RELATIONSHIP.—Section 6381 of title 5,
 18 United States Code, is amended—

19 (A) in paragraph (11) by striking “; and”
 20 and inserting a semicolon;

21 (B) in paragraph (12), by striking the pe-
 22 riod and inserting a semicolon; and

23 (C) by adding at the end the following:

24 “(13) the term ‘any other individual whose
 25 close association is the equivalent of a family rela-

1 tionship’, used with respect to an employee or a cov-
2 ered servicemember, means any person with whom
3 the employee or covered servicemember, as the case
4 may be, has a significant personal bond that is or
5 is like a family relationship, regardless of biological
6 or legal relationship;

7 “(14) the term ‘domestic partner’, used with re-
8 spect to an employee or a covered servicemember,
9 means—

10 “(A) the person recognized as the domestic
11 partner of the employee or covered servicemem-
12 ber under any domestic partnership or civil
13 union law of a State or political subdivision of
14 a State; or

15 “(B) in the case of an unmarried employee
16 or covered servicemember, an unmarried adult
17 person who is in a committed, personal relation-
18 ship with the employee or covered servicemem-
19 ber, is not a domestic partner as described in
20 subparagraph (A) to or in such a relationship
21 with any other person, and who is designated to
22 the employing agency by such employee or cov-
23 ered service member as the domestic partner of
24 that employee or covered servicemember;

1 “(15) the term ‘grandchild’, used with respect
2 to an employee or a covered servicemember, means
3 the son or daughter of a son or daughter of the em-
4 ployee or covered service member;

5 “(16) the term ‘grandparent’, used with respect
6 to an employee or a covered servicemember, means
7 a parent of a parent of the employee or covered serv-
8 ice member;

9 “(17) the terms ‘nephew’ and ‘niece’, used with
10 respect to an employee or a covered servicemember,
11 mean a son or daughter of the sibling of the em-
12 ployee or covered service member;

13 “(18) the term ‘parent-in-law’, used with re-
14 spect to an employee or a covered servicemember,
15 means a parent of the spouse or domestic partner of
16 the employee or covered service member;

17 “(19) the term ‘sibling’, used with respect to an
18 employee or a covered servicemember, means any
19 person who is a son or daughter of parent of the em-
20 ployee or covered service member (other than the
21 employee or covered servicemember);

22 “(20) the terms ‘son-in-law’ and ‘daughter-in-
23 law’, used with respect to an employee or a covered
24 servicemember, mean any person who is a spouse or

1 domestic partner of a son or daughter, as the case
2 may be, of the employee or covered service member;

3 “(21) the term ‘State’ has the same meaning
4 given the term in section 3 of the Fair Labor Stand-
5 ards Act of 1938 (29 U.S.C. 203); and

6 “(22) terms ‘uncle’ and ‘aunt’, used with re-
7 spect to an employee or a covered servicemember,
8 mean the son or daughter, as the case may be, of
9 the grandparent of the employee or covered service-
10 member (other than the parent of the employee or
11 covered service member).”.

12 (2) INCLUSION OF ADULT CHILDREN AND CHIL-
13 DREN OF A DOMESTIC PARTNER.—Section 6381(6)
14 of such title is amended—

15 (A) by inserting “a child of an individual’s
16 domestic partner,” after “a legal ward,”; and

17 (B) by striking “who is—” and all that
18 follows and inserting “and includes an adult
19 child”.

20 (b) LEAVE REQUIREMENT.—Section 6382 of title 5,
21 United States Code, is amended—

22 (1) in subsection (a)—

23 (A) in paragraph (1)—

24 (i) in subparagraph (C), by striking
25 “spouse, or a son, daughter, or parent, of

1 the employee, if such spouse, son, daugh-
2 ter, or parent” and inserting “spouse or
3 domestic partner, or a son or daughter,
4 son-in-law or daughter-in-law, parent, par-
5 ent-in-law, grandparent, grandchild, sib-
6 ling, uncle or aunt, or nephew or niece of
7 the employee, or any other individual
8 whose close association with the employee
9 is the equivalent of a family relationship, if
10 such spouse, domestic partner, son or
11 daughter, son-in-law or daughter-in-law,
12 parent, parent-in-law, grandparent, grand-
13 child, sibling, uncle or aunt, or nephew or
14 niece, or such other individual”; and

15 (ii) in subparagraph (E), by striking
16 “spouse, or a son, daughter, or parent of
17 the employee” and inserting “spouse or do-
18 mestic partner, or a son or daughter, son-
19 in-law or daughter-in-law, parent, parent-
20 in-law, grandchild, sibling, uncle or aunt,
21 or nephew or niece of the employee, or any
22 other individual whose close association is
23 the equivalent of a family relationship with
24 the employee”; and

1 (B) in paragraph (3), by striking “spouse,
2 son, daughter, parent, or next of kin of a cov-
3 ered servicemember” and inserting “spouse or
4 domestic partner, son or daughter, son-in-law
5 or daughter-in-law, parent, parent-in-law,
6 grandparent, sibling, uncle or aunt, nephew or
7 niece, or next of kin of a covered servicemem-
8 ber, or any other individual whose close associa-
9 tion is the equivalent of a family relationship
10 with the covered servicemember”; and

11 (2) in subsection (e)—

12 (A) in paragraph (2)(A), by striking “son,
13 daughter, spouse, parent, or covered service-
14 member of the employee, as appropriate” and
15 inserting “son or daughter, son-in-law or
16 daughter-in-law, spouse or domestic partner,
17 parent, parent-in-law, grandparent, grandchild,
18 sibling, uncle or aunt, nephew or niece, or cov-
19 ered servicemember of the employee, or any
20 other individual whose close association is the
21 equivalent of a family relationship with the em-
22 ployee, as appropriate”; and

23 (B) in paragraph (3), by striking “spouse,
24 or a son, daughter, or parent, of the employee”
25 and inserting “spouse or domestic partner, or a

1 son or daughter, son-in-law or daughter-in-law,
2 parent, parent-in-law, grandchild, sibling, uncle
3 or aunt, or nephew or niece of the employee, or
4 any other individual whose close association is
5 the equivalent of a family relationship with the
6 employee, as appropriate.”.

7 (c) CERTIFICATION.—Section 6383 of title 5, United
8 States Code, is amended—

9 (1) in subsection (a), by striking “son, daugh-
10 ter, spouse, or parent of the employee, as appro-
11 priate” and inserting “son or daughter, son-in-law
12 or daughter-in-law, spouse or domestic partner, par-
13 ent, parent-in-law, grandparent, grandchild, sibling,
14 uncle or aunt, or nephew or niece of the employee,
15 or any other individual whose close association is the
16 equivalent of a family relationship with the em-
17 ployee, as appropriate”; and

18 (2) in subsection (b)(4)(A), by striking “son,
19 daughter, spouse, or parent, and an estimate of the
20 amount of time that such employee is needed to care
21 for such son, daughter, spouse, or parent” and in-
22 sserting “son or daughter, son-in-law or daughter-in-
23 law, spouse or domestic partner, parent, parent-in-
24 law, grandparent, grandchild, sibling, uncle or aunt,
25 or nephew or niece of the employee, or any other in-

1 dividual whose close association is the equivalent of
 2 a family relationship with the employee, as appro-
 3 priate, and an estimate of the amount of time that
 4 such employee is needed to care for such son or
 5 daughter, son-in-law or daughter-in-law, spouse or
 6 domestic partner, parent, parent-in-law, grand-
 7 parent, grandchild, sibling, uncle or aunt, or nephew
 8 or niece, or such other individual”.

9 **SEC. 4. ENTITLEMENT TO ADDITIONAL LEAVE UNDER THE**
 10 **FMLA FOR PARENTAL INVOLVEMENT AND**
 11 **FAMILY WELLNESS.**

12 (a) LEAVE REQUIREMENT.—Section 102(a) of the
 13 Family and Medical Leave Act of 1993 (29 U.S.C.
 14 2612(a)), as amended by section 2(b), is further amend-
 15 ed—

16 (1) by redesignating paragraph (5) as para-
 17 graph (6); and

18 (2) by inserting after paragraph (4) the fol-
 19 lowing new paragraph:

20 “(5) ENTITLEMENT TO ADDITIONAL LEAVE FOR
 21 PARENTAL INVOLVEMENT AND FAMILY
 22 WELLNESS.—

23 “(A) IN GENERAL.—Subject to subpara-
 24 graph (B) and section 103(g), an eligible em-

1 employee shall be entitled to leave under this para-
2 graph to—

3 “(i) participate in or attend an activ-
4 ity that is sponsored by a school or com-
5 munity organization and relates to a pro-
6 gram of the school or organization that is
7 attended by a son or daughter or a grand-
8 child of the employee; or

9 “(ii) meet routine family medical care
10 needs (including by attending medical and
11 dental appointments of the employee or a
12 son or daughter, spouse or domestic part-
13 ner, or grandchild of the employee) or at-
14 tend to the care needs of an elderly indi-
15 vidual who is any other individual whose
16 close association is the equivalent of a fam-
17 ily relationship with the employee (includ-
18 ing by making visits to nursing homes or
19 group homes).

20 “(B) LIMITATIONS.—

21 “(i) IN GENERAL.—An eligible em-
22 ployee shall be entitled to—

23 “(I) not to exceed 4 hours of
24 leave under this paragraph during any
25 30-day period; and

1 “(II) not to exceed 24 hours of
2 leave under this paragraph during any
3 12-month period described in para-
4 graph (4).

5 “(ii) COORDINATION RULE.—Leave
6 under this paragraph shall be in addition
7 to any leave provided under any other
8 paragraph of this subsection.

9 “(C) DEFINITIONS.—As used in this para-
10 graph:

11 “(i) COMMUNITY ORGANIZATION.—
12 The term ‘community organization’ means
13 a private nonprofit organization that is
14 representative of a community or a signifi-
15 cant segment of a community and provides
16 activities for individuals described in sec-
17 tion 101(12), such as a scouting or sports
18 organization.

19 “(ii) SCHOOL.—The term ‘school’
20 means an elementary school or secondary
21 school (as such terms are defined in sec-
22 tion 8101 of the Elementary and Sec-
23 ondary Education Act of 1965 (20 U.S.C.
24 7801)), a Head Start program assisted
25 under the Head Start Act (42 U.S.C. 9831

1 et seq.), and a child care facility licensed
2 under State law.”.

3 (b) SCHEDULE.—Section 102(b)(1) of such Act (29
4 U.S.C. 2612(b)(1)) is amended by inserting after the third
5 sentence the following new sentence: “Subject to sub-
6 section (e)(4) and section 103(g), leave under subsection
7 (a)(5) may be taken intermittently or on a reduced leave
8 schedule.”.

9 (c) SUBSTITUTION OF PAID LEAVE.—Section
10 102(d)(2) of such Act (29 U.S.C. 2612(d)(2)) is amended
11 by adding at the end the following new subparagraph:

12 “(C) PARENTAL INVOLVEMENT LEAVE AND
13 FAMILY WELLNESS LEAVE.—

14 “(i) VACATION LEAVE; PERSONAL
15 LEAVE; FAMILY LEAVE.—An eligible em-
16 ployee may elect, or an employer may re-
17 quire the employee, to substitute any of
18 the accrued paid vacation leave, personal
19 leave, or family leave of the employee for
20 any part of the period of leave under sub-
21 section (a)(5).

22 “(ii) MEDICAL OR SICK LEAVE.—An
23 eligible employee may elect, or an employer
24 may require the employee, to substitute
25 any of the accrued paid medical or sick

1 leave of the employee for any part of the
2 period of leave provided under clause (ii) of
3 subsection (a)(5)(A), except that nothing
4 in this title shall require an employer to
5 provide paid sick leave or paid medical
6 leave in any situation in which such em-
7 ployer would not normally provide any
8 such paid leave.

9 “(iii) PROHIBITION ON RESTRICTIONS
10 AND LIMITATIONS.—If the employee elects
11 or the employer requires the substitution
12 of accrued paid leave for leave under sub-
13 section (a)(5), the employer shall not re-
14 strict or limit the leave that may be sub-
15 stituted or impose any additional terms
16 and conditions on the substitution of such
17 leave that are more stringent for the em-
18 ployee than the terms and conditions set
19 forth in this Act.”.

20 (d) NOTICE.—Section 102(e) of such Act (29 U.S.C.
21 2612(e)), as amended by section 2(b), is further amended
22 by adding at the end the following new paragraph:

23 “(4) NOTICE RELATING TO PARENTAL IN-
24 VOLVEMENT AND FAMILY WELLNESS LEAVE.—In
25 any case in which an employee requests leave under

1 paragraph (5) of subsection (a), the employee
2 shall—

3 “(A) provide the employer with not less
4 than 7 days’ notice, or (if such notice is imprac-
5 ticable) such notice as is practicable, before the
6 date the leave is to begin, of the employee’s in-
7 tention to take leave under such paragraph; and

8 “(B) in the case of leave to be taken under
9 subsection (a)(5)(A)(ii), make a reasonable ef-
10 fort to schedule the activity or care involved so
11 as not to disrupt unduly the operations of the
12 employer, subject to the approval of the health
13 care provider involved (if any).”.

14 (e) CERTIFICATION.—Section 103 of such Act (29
15 U.S.C. 2613) is amended by adding at the end the fol-
16 lowing new subsection:

17 “(g) CERTIFICATION RELATED TO PARENTAL IN-
18 VOLVEMENT AND FAMILY WELLNESS LEAVE.—An em-
19 ployer may require that a request for leave under section
20 102(a)(5) be supported by a certification issued at such
21 time and in such manner as the Secretary may by regula-
22 tion prescribe.”.

1 **SEC. 5. ENTITLEMENT OF FEDERAL EMPLOYEES TO LEAVE**
2 **FOR PARENTAL INVOLVEMENT AND FAMILY**
3 **WELLNESS.**

4 (a) LEAVE REQUIREMENT.—Section 6382(a) of title
5 5, United States Code, as amended by section 3(b), is fur-
6 ther amended by adding at the end the following new para-
7 graph:

8 “(5)(A) Subject to subparagraph (B) and section
9 6383(f), an employee shall be entitled to leave under this
10 paragraph to—

11 “(i) participate in or attend an activity that is
12 sponsored by a school or community organization
13 and relates to a program of the school or organiza-
14 tion that is attended by a son or daughter or a
15 grandchild of the employee; or

16 “(ii) meet routine family medical care needs
17 (including by attending medical and dental appoint-
18 ments of the employee or a son or daughter, spouse
19 or domestic partner, or grandchild of the employee)
20 or to attend to the care needs of an elderly indi-
21 vidual who is any other individual whose close asso-
22 ciation is the equivalent of a family relationship with
23 the employee (including by making visits to nursing
24 homes and group homes).

25 “(B)(i) An employee is entitled to—

1 “(I) not to exceed 4 hours of leave under this
2 paragraph during any 30-day period; and

3 “(II) not to exceed 24 hours of leave under this
4 paragraph during any 12-month period described in
5 paragraph (4).

6 “(ii) Leave under this paragraph shall be in addition
7 to any leave provided under any other paragraph of this
8 subsection.

9 “(C) For the purpose of this paragraph—

10 “(i) the term ‘community organization’ means a
11 private nonprofit organization that is representative
12 of a community or a significant segment of a com-
13 munity and provides activities for individuals de-
14 scribed in section 6381(6), such as a scouting or
15 sports organization; and

16 “(ii) the term ‘school’ means an elementary
17 school or secondary school (as such terms are de-
18 fined in section 8101 of the Elementary and Sec-
19 ondary Education Act of 1965 (20 U.S.C. 7801)), a
20 Head Start program assisted under the Head Start
21 Act (42 U.S.C. 9831 et seq.), and a child care facil-
22 ity licensed under State law.”.

23 (b) SCHEDULE.—Section 6382(b)(1) of such title is
24 amended—

1 (1) by inserting after the third sentence the fol-
2 lowing new sentence: “Subject to subsection (e)(4)
3 and section 6383(f), leave under subsection (a)(5)
4 may be taken intermittently or on a reduced leave
5 schedule.”; and

6 (2) in the last sentence, by striking “involved,”
7 and inserting “involved (or, in the case of leave
8 under subsection (a)(5), for purposes of the 30-day
9 or 12-month period involved),”.

10 (c) SUBSTITUTION OF PAID LEAVE.—Section
11 6382(d) of such title is amended by adding at the end
12 the following:

13 “(3) An employee may elect to substitute for any part
14 of the period of leave under subsection (a)(5), any of the
15 employee’s accrued or accumulated annual or sick leave.
16 If the employee elects the substitution of that accrued or
17 accumulated annual or sick leave for leave under sub-
18 section (a)(5), the employing agency shall not restrict or
19 limit the leave that may be substituted or impose any addi-
20 tional terms and conditions on the substitution of such
21 leave that are more stringent for the employee than the
22 terms and conditions set forth in this subchapter.”.

23 (d) NOTICE.—Section 6382(e) of such title, as
24 amended by section 3(b)(2), is further amended by adding
25 at the end the following new paragraph:

1 “(4) In any case in which an employee requests leave
2 under paragraph (5) of subsection (a), the employee
3 shall—

4 “(A) provide the employing agency with not less
5 than 7 days’ notice, or (if such notice is impracti-
6 cable) such notice as is practicable, before the date
7 the leave is to begin, of the employee’s intention to
8 take leave under such paragraph; and

9 “(B) in the case of leave to be taken under sub-
10 section (a)(5)(A)(ii), make a reasonable effort to
11 schedule the activity or care involved so as not to
12 disrupt unduly the operations of the employing agen-
13 cy, subject to the approval of the health care pro-
14 vider involved (if any).”.

15 (e) CERTIFICATION.—Section 6383(f) of such title is
16 amended by striking “paragraph (1)(E) or (3) of” and
17 inserting “paragraph (1)(E), (3) or (5) of”.

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