Base and the contributions of Selfridge Air National Guard Base to the military and national security of the United States; to the Committee on Armed Services.

By Mr. PETERS (for himself and Ms. ERNST):

S. Res. 27. A resolution designating February 1, 2023, as ''Blue Star Mother's Day''; considered and agreed to.

By Ms. CANTWELL (for herself, Mr. CRUZ, Mr. KELLY, Ms. BALDWIN, Mr. CORNYN, Mrs. FEINSTEIN, Mr. JOHNSON, Mr. KAINE, Mrs. MURRAY, Mr. PADILLA, Mr. WARNER, Mr. DURBIN, and Mr. SCOTT of Florida):

S. Res. 28. A resolution commemorating the 20-year anniversary of the loss of Space Shuttle Columbia; considered and agreed to.

By Mr. TESTER (for himself, Mr. DAINES, Mr. MORAN, Ms. CANTWELL, Ms. SINEMA, Ms. HIRONO, Mr. LUJÁN, Mr. SCHATZ, Ms. KLOBUCHAR, Mr. HEINRICH, Ms. BALDWIN, Mr. KELLY, Ms. WARREN, Ms. SMITH, Mr. CRAMER, Mr. MARSHALL, Mr. THUNE, Mr. LANKFORD, Mrs. FISCHER, Mr. BARRASSO, Mr. HOEVEN, Mr. ROUNDS, Mr. JOHNSON, Mrs. FEINSTEIN, Ms. CORTEZ MASTO, and Mrs. MURRAY):

S. Res. 29. A resolution designating the week beginning February 5, 2023, as ''National Tribal Colleges and Universities Week''; considered and agreed to.

By Mr. SCHUMER:

S. Res. 30. A resolution to constitute the majority party's membership on certain committees for the One Hundred Eighteenth Congress, or until their successors are chosen; considered and agreed to.

By Mr. MCCONNELL:

S. Res. 31. A resolution to constitute the minority party's membership on certain committees for the One Hundred Eighteenth Congress, or until their successors are chosen; considered and agreed to.

By Mr. MENENDEZ (for himself, Mr. KAINE, Mr. SANDERS, Mr. DURBIN, Mr. CARDIN, Mr. MURPHY, Mrs. SHAHEEN, Mr. MERKLEY, and Mr. VAN HOLLEN):

S. Res. 32. A resolution condemning the violent insurrection in Brazil on January 8, 2023, and expressing United States solidarity with the people of Brazil, as well as support for safeguarding Brazil's democratic institutions; to the Committee on Foreign Relations.

ADDITIONAL COSPONSORS

S. 18

At the request of Mr. DAINES, the name of the Senator from South Dakota (Mr. ROUNDS) was added as a cosponsor of S. 18, a bill to amend title 18, United States Code, to prohibit discrimination by abortion against an unborn child on the basis of Down syndrome.

S. 28

At the request of Mr. CARDIN, the name of the Senator from Oregon (Mr. MERKLEY) was added as a cosponsor of S. 28, a bill to amend the Internal Revenue Code of 1986 to provide a partially refundable credit against payroll taxes for certain restaurants affected by the COVID–19 pandemic.

S. 29

At the request of Mr. CRUZ, the name of the Senator from Oklahoma (Mr. MULLIN) was added as a cosponsor of S. 29, a bill to provide remedies to members of the Armed Forces discharged or subject to adverse action under the COVID–19 vaccine mandate.

S. 40

At the request of Mr. BOOKER, the name of the Senator from New York (Mrs. GILLIBRAND) was added as a cosponsor of S. 40, a bill to address the fundamental injustice, cruelty, brutality, and inhumanity of slavery in the United States and the 13 American colonies between 1619 and 1865 and to establish a commission to study and consider a national apology and proposal for reparations for the institution of slavery, its subsequent de jure and de facto racial and economic discrimination against African Americans, and the impact of these forces on living African Americans, to make recommendations to the Congress on appropriate remedies, and for other purposes.

S. 204

At the request of Mr. THUNE, the names of the Senator from Florida (Mr. SCOTT), the Senator from Indiana (Mr. YOUNG), the Senator from North Dakota (Mr. HOEVEN) and the Senator from Idaho (Mr. CRAPO) were added as cosponsors of S. 204, a bill to amend title 18, United States Code, to prohibit a health care practitioner from failing to exercise the proper degree of care in the case of a child who survives an abortion or attempted abortion.

S. 218

At the request of Mr. CRUZ, the names of the Senator from North Dakota (Mr. CRAMER) and the Senator from Nebraska (Mrs. FISCHER) were added as cosponsors of S. 218, a bill to prohibit the Secretary of Energy from sending petroleum products from the Strategic Petroleum Reserve to China, and for other purposes.

S. RES. 10

At the request of Mr. BRAUN, the name of the Senator from South Dakota (Mr. ROUNDS) was added as a cosponsor of S. Res. 10, a resolution memorializing the unborn by lowering the United States flag to half-staff on the 22nd day of January each year.

STATEMENTS ON INTRODUCED BILLS AND JOINT RESOLUTIONS

By Mr. DURBIN (for himself and Ms. DUCKWORTH):

S. 241. A bill to designate the Department of Energy Integrated Engineering Research Center Federal Building located at the Fermi National Accelerator Laboratory in Batavia, Illinois, as the ''Helen Edwards Engineering Research Center''; to the Committee on Environment and Public Works.

Mr. DURBIN. Madam President, I ask unanimous consent that the text of the bill be printed in the RECORD.

There being no objection, the text of the bill was ordered to be printed in the RECORD, as follows:

S. 241

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. HELEN EDWARDS ENGINEERING RESEARCH CENTER.

(a) DESIGNATION.—The Department of Energy Integrated Engineering Research Center Federal Building located at the Fermi National Accelerator Laboratory in Batavia, Illinois, shall be known and designated as the ''Helen Edwards Engineering Research Center''.

(b) REFERENCES.—Any reference in a law, map, regulation, document, paper, or other record of the United States to the Federal Building referred to in subsection (a) shall be deemed to be a reference to the ''Helen Edwards Engineering Research Center''.

By Mr. DURBIN (for himself, Mr. BLUMENTHAL, Ms. DUCKWORTH, Mrs. GILLIBRAND, Ms. SMITH, Mr. BROWN, Mrs. MURRAY, and Mr. WELCH):

S. 242. 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; to the Committee on Health, Education, Labor, and Pensions.

Mr. DURBIN. Madam President, today I am reintroducing the Caring for All Families Act. It will expand protections of the Family and Medical Leave Act and ensure that a broader range of caregiving relationships are covered.

In 2020, the Department of Labor found that one in six people taking leave to act as caregiver was not protected by the Family and Medical Leave Act's definition of ''family.'' It really begs the question: How many of these people decided to drop out of the workforce altogether? How many of them were fired because they missed a shift because their child woke up with a fever or because an elderly relative was rushed to the ER? No one should ever have to choose between caring for a loved one or losing their job.

The Caring for All Families Act will help protect these workers by adding domestic partners, in-laws, grandparents, and other significant relationships to the FMLA's definition of ''family.''

Importantly, this legislation will just be a starting point. While it would expand job protections to millions of workers, it would not resolve one crucial flaw in our safety net. America is the only industrialized Nation in the world that does not have guaranteed paid family leave. I am going to repeat that. America is the only industrialized Nation in the world that does not guarantee paid family leave. That is shameful.

For the millions of working Americans who have or will be caregivers at some point in their lives, what are they supposed to do? Take on debt? Work even more hours? No. We cannot settle

for a system that abandons working families when they need it the most. The American people deserve a safety net that prevents them from drowning, a safety net that provides the peace of mind they need to reenter the workforce, and offers them the assurance that their government has their back.

So let's start. Let's pass the Caring for All Families Act and then get to work to ensure access to paid leave for all American workers.

Mr. DURBIN. Madam President, I ask unanimous consent that the text of the bill be printed in the RECORD:

There being no objection, the text of the bill was ordered to be printed in the RECORD, as follows:

S. 242

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the ''Caring for All Families Act''.

SEC. 2. LEAVE TO CARE FOR A DOMESTIC PARTNER, SON-IN-LAW, DAUGHTER-IN-LAW, PARENT-IN-LAW, ADULT CHILD, GRANDPARENT, GRANDCHILD, OR SIBLING OF THE EMPLOYEE, OR ANOTHER RELATED INDIVIDUAL.

(a) DEFINITIONS.—

(1) INCLUSION OF RELATED INDIVIDUALS.—Section 101 of the Family and Medical Leave Act of 1993 (29 U.S.C. 2611) is amended by adding at the end the following:

''(20) ANY OTHER INDIVIDUAL WHOSE CLOSE ASSOCIATION IS THE EQUIVALENT OF A FAMILY RELATIONSHIP.—The term 'any other individual whose close association is the equivalent of a family relationship', used with respect to an employee, means any person with whom the employee has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship.

''(21) DOMESTIC PARTNER.—The term 'domestic partner', used with respect to an employee, means—

''(A) the person recognized as the domestic partner of the employee under any domestic partnership or civil union law of a State or political subdivision of a State; or

''(B) in the case of an unmarried employee, an unmarried adult person who is in a committed, personal relationship with the employee, is not a domestic partner as described in subparagraph (A) to or in such a relationship with any other person, and who is designated to the employer by such employee as that employee's domestic partner.

''(22) GRANDCHILD.—The term 'grandchild' means the son or daughter of an employee's son or daughter.

''(23) GRANDPARENT.—The term 'grandparent' means a parent of a parent of an employee.

''(24) NEPHEW; NIECE.—The terms 'nephew' and 'niece', used with respect to an employee, mean a son or daughter of the employee's sibling.

''(25) PARENT-IN-LAW.— The term 'parent-in-law' means a parent of the spouse or domestic partner of an employee.

''(26) SIBLING.—The term 'sibling' means any person who is a son or daughter of an employee's parent (other than the employee).

''(27) SON-IN-LAW; DAUGHTER-IN-LAW.—The terms 'son-in-law' and 'daughter-in-law', used with respect to an employee, mean any person who is a spouse or domestic partner of a son or daughter, as the case may be, of the employee.

''(28) UNCLE; AUNT.—The terms 'uncle' and 'aunt', used with respect to an employee, mean the son or daughter, as the case may be, of the employee's grandparent (other than the employee's parent).''.

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

(A) by inserting ''a child of an individual's domestic partner,'' after ''a legal ward,''; and

(B) by striking ''who is—'' and all that follows and inserting ''and includes an adult child.''.

(b) LEAVE REQUIREMENT.—Section 102 of the Family and Medical Leave Act of 1993 (29 U.S.C. 2612) is amended—

(1) in subsection (a)—

(A) in paragraph (1)—

(i) in subparagraph (C), by striking ''spouse, or a son, daughter, or parent, of the employee, if such spouse, son, daughter, or parent'' and inserting ''spouse or domestic partner, or a son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee, if such spouse, domestic partner, son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece, or such other individual''; and

(ii) in subparagraph (E), by striking ''spouse, or a son, daughter, or parent of the employee'' and inserting ''spouse or domestic partner, or a son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee''; and

(B) in paragraph (3), by striking ''spouse, son, daughter, parent, or next of kin of a covered servicemember'' and inserting ''spouse or domestic partner, son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandparent, sibling, uncle or aunt, nephew or niece, or next of kin of a covered servicemember, or any other individual whose close association is the equivalent of a family relationship with the covered servicemember'';

(2) in subsection (e)—

(A) in paragraph (2)(A), by striking ''son, daughter, spouse, parent, or covered servicemember of the employee, as appropriate'' and inserting ''son or daughter, son-in-law or daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, nephew or niece, or covered servicemember of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee, as appropriate''; and

(B) in paragraph (3), by striking ''spouse, or a son, daughter, or parent, of the employee'' and inserting ''spouse or domestic partner, or a son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee, as appropriate,''; and

(3) in subsection (f)—

(A) in paragraph (1)—

(i) in the matter preceding subparagraph (A), by inserting '', or domestic partners,'' after ''husband and wife''; and

(ii) in subparagraph (B), by inserting ''or parent-in-law'' after ''parent''; and

(B) in paragraph (2), by inserting '', or those domestic partners,'' after ''husband and wife'' each place it appears.

(c) CERTIFICATION.—Section 103 of the Family and Medical Leave Act of 1993 (29 U.S.C. 2613) is amended—

(1) in subsection (a), by striking ''son, daughter, spouse, or parent of the employee, or of the next of kin of an individual in the case of leave taken under such paragraph (3), as appropriate'' and inserting ''son or daughter, son-in-law or daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or the next of kin of an individual, or any other individual whose close association is the equivalent of a family relationship with the employee, as appropriate''; and

(2) in subsection (b)—

(A) in paragraph (4)(A), by striking ''son, daughter, spouse, or parent and an estimate of the amount of time that such employee is needed to care for the son, daughter, spouse, or parent'' and inserting ''son or daughter, son-in-law or daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee, as appropriate, and an estimate of the amount of time that such employee is needed to care for such son or daughter, son-in-law or daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece, or such other individual''; and

(B) in paragraph (7), by striking ''son, daughter, parent, or spouse who has a serious health condition, or will assist in their recovery,'' and inserting ''son or daughter, son-in-law or daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece, with a serious health condition, of the employee, or an individual, with a serious health condition, who is any other individual whose close association is the equivalent of a family relationship with the employee, as appropriate, or will assist in the recovery,''.

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

(1) in subparagraph (A)(i), by striking ''son, daughter, spouse, or parent of the employee, as appropriate,'' and inserting ''son or daughter, son-in-law or daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee, as appropriate,''; and

(2) in subparagraph (C)(ii), by striking ''son, daughter, spouse, or parent'' and inserting ''employee's son or daughter, son-in-law or daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece, or (with relation to the employee) any other individual whose close association is the equivalent of a family relationship, as appropriate,''.

SEC. 3. LEAVE TO CARE FOR A DOMESTIC PARTNER, SON-IN-LAW, DAUGHTER-IN-LAW, PARENT-IN-LAW, ADULT CHILD, GRANDPARENT, GRANDCHILD, OR SIBLING OF THE EMPLOYEE, OR ANOTHER RELATED INDIVIDUAL FOR FEDERAL EMPLOYEES.

(a) DEFINITIONS.—

(1) INCLUSION OF A DOMESTIC PARTNER, SON-IN-LAW, DAUGHTER-IN-LAW, PARENT-IN-LAW, ADULT CHILD, GRANDPARENT, GRANDCHILD, OR SIBLING OF THE EMPLOYEE, OR ANOTHER INDIVIDUAL WHOSE CLOSE ASSOCIATION IS THE

EQUIVALENT OF A FAMILY RELATIONSHIP.—Section 6381 of title 5, United States Code, is amended—

(A) in paragraph (11) by striking ''; and'' and inserting a semicolon;

(B) in paragraph (12), by striking the period and inserting a semicolon; and

(C) by adding at the end the following:

''(13) the term 'any other individual whose close association is the equivalent of a family relationship', used with respect to an employee, means any person with whom the employee has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship;

''(14) the term 'domestic partner', used with respect to an employee, means—

''(A) the person recognized as the domestic partner of the employee under any domestic partnership or civil union law of a State or political subdivision of a State; or

''(B) in the case of an unmarried employee, an unmarried adult person who is in a committed, personal relationship with the employee, is not a domestic partner as described in subparagraph (A) or in such a relationship with any other person, and who is designated to the employing agency by such employee as that employee's domestic partner;

''(15) the term 'grandchild' means the son or daughter of an employee's son or daughter;

''(16) the term 'grandparent' means a parent of a parent of an employee;

''(17) the terms 'nephew' and 'niece', used with respect to an employee, mean a son or daughter of the employee's sibling;

''(18) the term 'parent-in-law' means a parent of the spouse or domestic partner of an employee;

''(19) the term 'sibling' means any person who is a son or daughter of an employee's parent (other than the employee);

''(20) the terms 'son-in-law' and 'daughter-in-law', used with respect to an employee, mean any person who is a spouse or domestic partner of a son or daughter, as the case may be, of the employee;

''(21) the term 'State' has the same meaning given the term in section 3 of the Fair Labor Standards Act of 1938 (29 U.S.C. 203); and

''(22) the terms 'uncle' and 'aunt', used with respect to an employee, mean the son or daughter, as the case may be, of the employee's grandparent (other than the employee's parent).''.

(2) INCLUSION OF ADULT CHILDREN AND CHILDREN OF A DOMESTIC PARTNER.—Section 6381(6) of such title is amended—

(A) by inserting ''a child of an individual's domestic partner,'' after ''a legal ward,''; and

(B) by striking ''who is—'' and all that follows and inserting ''and includes an adult child''.

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

(1) in subsection (a)—

(A) in paragraph (1)—

(i) in subparagraph (C), by striking ''spouse, or a son, daughter, or parent, of the employee, if such spouse, son, daughter, or parent'' and inserting ''spouse or domestic partner, or a son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual whose close association with the employee is the equivalent of a family relationship, if such spouse, domestic partner, son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece, or such other individual''; and

(ii) in subparagraph (E), by striking ''spouse, or a son, daughter, or parent of the employee'' and inserting ''spouse or domestic partner, or a son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee''; and

(B) in paragraph (3), by striking ''spouse, son, daughter, parent, or next of kin of a covered servicemember'' and inserting ''spouse or domestic partner, son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandparent, sibling, uncle or aunt, nephew or niece, or next of kin of a covered servicemember, or any other individual whose close association is the equivalent of a family relationship with the covered servicemember''; and

(2) in subsection (e)—

(A) in paragraph (2)(A), by striking ''son, daughter, spouse, parent, or covered servicemember of the employee, as appropriate'' and inserting ''son or daughter, son-in-law or daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, nephew or niece, or covered servicemember of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee, as appropriate''; and

(B) in paragraph (3), by striking ''spouse, or a son, daughter, or parent, of the employee'' and inserting ''spouse or domestic partner, or a son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee, as appropriate,''.

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

(1) in subsection (a), by striking ''son, daughter, spouse, or parent of the employee, as appropriate'' and inserting ''son or daughter, son-in-law or daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee, as appropriate''; and

(2) in subsection (b)(4)(A), by striking ''son, daughter, spouse, or parent, and an estimate of the amount of time that such employee is needed to care for such son, daughter, spouse, or parent'' and inserting ''son or daughter, son-in-law or daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee, as appropriate, and an estimate of the amount of time that such employee is needed to care for such son or daughter, son-in-law or daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece, or such other individual''.

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

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

(1) by redesignating paragraph (5) as paragraph (6); and

(2) by inserting after paragraph (4) the following new paragraph:

''(5) ENTITLEMENT TO ADDITIONAL LEAVE FOR PARENTAL INVOLVEMENT AND FAMILY WELLNESS.—

''(A) IN GENERAL.—Subject to subparagraph (B) and section 103(g), an eligible employee shall be entitled to leave under this paragraph to—

''(i) participate in or attend an activity that is sponsored by a school or community organization and relates to a program of the school or organization that is attended by a son or daughter or a grandchild of the employee; or

''(ii) meet routine family medical care needs (including by attending medical and dental appointments of the employee or a son or daughter, spouse or domestic partner, or grandchild of the employee) or attend to the care needs of an elderly individual who is any other individual whose close association is the equivalent of a family relationship with the employee (including by making visits to nursing homes or group homes).

''(B) LIMITATIONS.—

''(i) IN GENERAL.—An eligible employee shall be entitled to—

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

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

''(ii) COORDINATION RULE.—Leave under this paragraph shall be in addition to any leave provided under any other paragraph of this subsection.

''(C) DEFINITIONS.—As used in this paragraph:

''(i) COMMUNITY ORGANIZATION.—The term 'community organization' means a private nonprofit organization that is representative of a community or a significant segment of a community and provides activities for individuals described in section 101(12), such as a scouting or sports organization.

''(ii) SCHOOL.—The term 'school' means an elementary school or secondary school (as such terms are defined in section 8101 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801)), a Head Start program assisted under the Head Start Act (42 U.S.C. 9831 et seq.), and a child care facility licensed under State law.''.

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

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

''(C) PARENTAL INVOLVEMENT LEAVE AND FAMILY WELLNESS LEAVE.—

''(i) VACATION LEAVE; PERSONAL LEAVE; FAMILY LEAVE.—An eligible employee may elect, or an employer may require the employee, to substitute any of the accrued paid vacation leave, personal leave, or family leave of the employee for any part of the period of leave under subsection (a)(5).

''(ii) MEDICAL OR SICK LEAVE.—An eligible employee may elect, or an employer may require the employee, to substitute any of the accrued paid medical or sick leave of the employee for any part of the period of leave provided under clause (ii) of subsection (a)(5)(A), except that nothing in this title shall require an employer to provide paid sick leave or paid medical leave in any situation in which such employer would not normally provide any such paid leave.

''(iii) PROHIBITION ON RESTRICTIONS AND LIMITATIONS.—If the employee elects or the employer requires the substitution of accrued paid leave for leave under subsection (a)(5), the employer shall not restrict or limit the leave that may be substituted or impose any additional terms and conditions on the substitution of such leave that are

more stringent for the employee than the terms and conditions set forth in this Act.''.

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

''(4) NOTICE RELATING TO PARENTAL INVOLVEMENT AND FAMILY WELLNESS LEAVE.—In any case in which an employee requests leave under paragraph (5) of subsection (a), the employee shall—

''(A) provide the employer with not less than 7 days' notice, or (if such notice is impracticable) such notice as is practicable, before the date the leave is to begin, of the employee's intention to take leave under such paragraph; and

''(B) in the case of leave to be taken under subsection (a)(5)(A)(ii), make a reasonable effort to schedule the activity or care involved so as not to disrupt unduly the operations of the employer, subject to the approval of the health care provider involved (if any).''.

(e) CERTIFICATION.—Section 103 of such Act (29 U.S.C. 2613) is amended by adding at the end the following new subsection:

''(g) CERTIFICATION RELATED TO PARENTAL INVOLVEMENT AND FAMILY WELLNESS LEAVE.—An employer may require that a request for leave under section 102(a)(5) be supported by a certification issued at such time and in such manner as the Secretary may by regulation prescribe.''.

SEC. 5. ENTITLEMENT OF FEDERAL EMPLOYEES TO LEAVE FOR PARENTAL INVOLVEMENT AND FAMILY WELLNESS.

(a) LEAVE REQUIREMENT.—Section 6382(a) of title 5, United States Code, as amended by section 3(b), is further amended by adding at the end the following new paragraph:

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

''(i) participate in or attend an activity that is sponsored by a school or community organization and relates to a program of the school or organization that is attended by a son or daughter or a grandchild of the employee; or

''(ii) meet routine family medical care needs (including by attending medical and dental appointments of the employee or a son or daughter, spouse or domestic partner, or grandchild of the employee) or to attend to the care needs of an elderly individual who is any other individual whose close association is the equivalent of a family relationship with the employee (including by making visits to nursing homes and group homes).

''(B)(i) An employee is entitled to—

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

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

''(ii) Leave under this paragraph shall be in addition to any leave provided under any other paragraph of this subsection.

''(C) For the purpose of this paragraph—

''(i) the term 'community organization' means a private nonprofit organization that is representative of a community or a significant segment of a community and provides activities for individuals described in section 6381(6), such as a scouting or sports organization; and

''(ii) the term 'school' means an elementary school or secondary school (as such terms are defined in section 8101 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801)), a Head Start program assisted under the Head Start Act (42 U.S.C. 9831 et seq.), and a child care facility licensed under State law.''.

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

(1) by inserting after the third sentence the following new sentence: ''Subject to subsection (e)(4) and section 6383(f), leave under subsection (a)(5) may be taken intermittently or on a reduced leave schedule.''; and

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

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

''(3) An employee may elect to substitute for any part of the period of leave under subsection (a)(5), any of the employee's accrued or accumulated annual or sick leave. If the employee elects the substitution of that accrued or accumulated annual or sick leave for leave under subsection (a)(5), the employing agency shall not restrict or limit the leave that may be substituted or impose any additional terms and conditions on the substitution of such leave that are more stringent for the employee than the terms and conditions set forth in this subchapter.''.

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

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

''(A) provide the employing agency with not less than 7 days' notice, or (if such notice is impracticable) such notice as is practicable, before the date the leave is to begin, of the employee's intention to take leave under such paragraph; and

''(B) in the case of leave to be taken under subsection (a)(5)(A)(ii), make a reasonable effort to schedule the activity or care involved so as not to disrupt unduly the operations of the employing agency, subject to the approval of the health care provider involved (if any).''.

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

By Mr. DURBIN (for himself, Mr. BLUMENTHAL, Mr. MARKEY, Ms. WARREN, Mr. CASEY, Ms. DUCKWORTH, Mrs. GILLIBRAND, and Mr. MURPHY):

S. 246. A bill to amend title 18, United States Code, to require federally licensed firearms importers, manufacturers, and dealers to meet certain requirements with respect to securing their firearms inventory, business records, and business premises; to the Committee on the Judiciary.

Mr. DURBIN. Madam President, I ask unanimous consent that the text of the bill be printed in the RECORD.

There being no objection, the text of the bill was ordered to be printed in the RECORD, as follows:

S. 246

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the ''Safety Enhancements for Communities Using Reasonable and Effective Firearm Storage Act'' or the ''SECURE Firearm Storage Act''.

SEC. 2. SECURITY REQUIREMENTS FOR FEDERALLY LICENSED FIREARMS IMPORTERS, MANUFACTURERS, AND DEALERS.

(a) IN GENERAL.—Section 923 of title 18, United States Code, is amended by adding at the end the following:

''(m) SECURITY REQUIREMENTS.—

''(1) RELATION TO PROVISION GOVERNING GUN SHOWS.—This subsection shall apply to a licensed importer, licensed manufacturer, or licensed dealer except as provided in subsection (j).

''(2) FIREARM STORAGE.—

''(A) IN GENERAL.—A person who is a licensed importer, licensed manufacturer, or licensed dealer shall keep and store each firearm in the business inventory of the licensee at the premises covered by the license.

''(B) MEANS OF STORAGE.—When the premises covered by the license are not open for business, the licensee shall, with respect to each firearm in the business inventory of the licensee—

''(i) secure the firearm with a hardened steel rod ¼ inch thick through the space between the trigger guard, and the frame or receiver, of the firearm, with—

''(I) the steel rod secured by a hardened steel lock that has a shackle;

''(II) the lock and shackle protected or shielded from the use of a bolt cutter; and

''(III) the rod anchored to prevent the removal of the firearm from the premises; or

''(ii) store the firearm in—

''(I) a locked fireproof safe;

''(II) a locked gun cabinet (and if the locked gun cabinet is not steel, each firearm within the cabinet shall be secured with a hardened steel rod ¼ inch thick, protected or shielded from the use of a bolt cutter and anchored to prevent the removal of the firearm from the premises); or

''(III) a locked vault.

''(3) PAPER RECORD STORAGE.—When the premises covered by the license are not open for business, the licensee shall store each paper record of the business inventory and firearm transactions of, and other dispositions of firearms by, the licensee at the premises in a secure location such as a locked fireproof safe or locked vault.

''(4) ADDITIONAL SECURITY REQUIREMENTS.—The Attorney General may, by regulation, prescribe such additional security requirements as the Attorney General determines appropriate with respect to the firearms business conducted by a licensed importer, licensed manufacturer, or licensed dealer, such as requirements relating to the use of—

''(A) alarm and security camera systems;

''(B) site hardening;

''(C) measures to secure any electronic record of the business inventory and firearm transactions of, and other dispositions of firearms by, the licensee; and

''(D) other measures necessary to reduce the risk of theft at the business premises of a licensee.''.

(b) PENALTIES.—Section 924 of title 18, United States Code, is amended by adding at the end the following:

''(q) PENALTIES FOR NONCOMPLIANCE WITH FIREARMS LICENSEE SECURITY REQUIREMENTS.—

''(1) IN GENERAL.—

''(A) PENALTY.—With respect to a violation by a licensee of section 923(m) or a regulation issued under that section, the Attorney General, after notice and opportunity for hearing—

''(i) in the case of the first violation or related series of violations on the same date, shall subject the licensee to a civil penalty in an amount equal to not less than $1,000 and not more than $10,000;

''(ii) in the case of the second violation or related series of violations on the same date—

''(I) shall suspend the license issued to the licensee under this chapter until the licensee cures the violation; and

''(II) may subject the licensee to a civil penalty in an amount provided in clause (i); or

''(iii) in the case of the third violation or related series of violations on the same date—

''(I) shall revoke the license issued to the licensee under this chapter; and

''(II) may subject the licensee to a civil penalty in an amount provided in clause (i).

''(B) REVIEW.—An action of the Attorney General under this paragraph may be reviewed only as provided under section 923(f).

''(2) ADMINISTRATIVE REMEDIES.—The imposition of a civil penalty or suspension or revocation of a license under paragraph (1) shall not preclude any administrative remedy that is otherwise available to the Attorney General.''.

(c) APPLICATION REQUIREMENT.—Section 923 of title 18, United States Code, is amended—

(1) in subsection (a), in the second sentence, by striking ''be in such form and contain only that'' and inserting ''describe how the applicant plans to comply with subsection (m) and shall be in such form and contain only such other''; and

(2) in subsection (d)(1)—

(A) in subparagraph (F), by striking ''and'' at the end;

(B) in subparagraph (G), by striking the period at the end and inserting ''; and''; and

(C) by adding at the end the following:

''(H) the Attorney General determines that the description in the application of how the applicant plans to comply with subsection (m) would, if implemented, so comply.''.

(d) EFFECTIVE DATES.—

(1) INITIAL FIREARM STORAGE REQUIREMENTS.—Section 923(m)(2) of title 18, United States Code, as added by subsection (a), shall take effect on the date that is 1 year after the date of enactment of this Act.

(2) INITIAL PAPER RECORDS STORAGE REQUIREMENTS.—Section 923(m)(3) of title 18, United States Code, as added by subsection (a), shall take effect on the date that is 90 days after the date of enactment of this Act.

By Mrs. FEINSTEIN (for herself, Mr. BLUMENTHAL, Mr. KAINE, Mr. MARKEY, Ms. WARREN, Mr. BROWN, Mr. PADILLA, Ms. SMITH, Mr. CASEY, Mr. WHITEHOUSE, Mr. DURBIN, Mr. CARDIN, Mr. BOOKER, Mr. MERKLEY, Mrs. MURRAY, Mr. WYDEN, and Ms. KLOBUCHAR):

S. 247. A bill to support State, Tribal, and local efforts to remove access to firearms from individuals who are a danger to themselves or others pursuant to court orders for this purpose; to the Committee on the Judiciary.

Mrs. FEINSTEIN. Madam President, today I rise to introduce the Extreme Risk Protection Order Expansion Act.

The premise of this bill is simple: Individuals who pose a serious threat to themselves or others should not have guns.

Too often we see the deadly consequences when those at risk of committing violence are given easy access to guns. Nearly 40,000 people die each year from gun violence. Last year, 3,597 children died by gunfire—making guns the No. 1 cause of death for children in the United States.

Before many incidents of gun violence, shooters display warning signs of impending violence. However, family and friends—those in the best position to recognize troubling signs—are too often powerless to stop the violence.

That is why Congress must pass the Extreme Risk Protection Order Expansion Act.

Extreme risk protection orders, which are often referred to as red flag laws, allow law enforcement and family members to petition courts to temporarily remove guns from individuals who are determined to be dangerous. These laws help save lives.

Nineteen States, including California, already have these laws on the books. Red flag laws work, but they need more funding.

The Extreme Risk Protection Order Expansion Act, which I am reintroducing today, would allow States to use Federal funds to develop red flag laws.

Passing the Extreme Risk Protection Order Expansion Act would help States respond to situations where a dangerous person should not have access to a gun. It will also help us better understand the causes of gun violence and how to better protect our communities.

When Congress passed the Bipartisan Safer Communities Act last year, it expanded the Justice Department's existing Byrne-JAG Program to allow States to apply for Federal grant assistance if they want to create these laws.

While this was an important first step, I believe we must pass the Extreme Risk Protection Order Expansion Act to build on the important work done last Congress and make sure that specific dedicated funding exists for the development and implementation of red-flag laws.

By Mr. PADILLA (for himself, Mrs. BLACKBURN, Mr. TILLIS, and Mrs. FEINSTEIN):

S. 253. A bill to amend title 17, United States Code, to provide fair treatment of radio stations and artists for the use of sound recordings, and for other purposes; to the Committee on the Judiciary.

Mr. PADILLA. Madam President, I rise to speak in support of the bipartisan American Music Fairness Act, which I have reintroduced with Senator BLACKBURN today.

Artists pour their heart and soul into the music we enjoy. Unfortunately, our current copyright laws do not adequately reflect the value of what they have produced.

Currently, the United States is the only democratic country in the world in which artists are not compensated for the use of their music on AM/FM radio.

By requiring broadcast radio corporations to pay performance royalties to creators for AM/FM radio plays, the American Music Fairness Act would close an antiquated loophole in our copyright law which has prevented artists from receiving compensation for the use of their music for far too long.

This royalty stream would be particularly meaningful for the thousands of working-class artists who are a critical part of our country's vibrant music industry.

Additionally, when American-made music is played overseas, other countries collect royalties for American artists and producers but never pay those royalties to our artists because we do not reciprocate. This inequity costs the American economy and artists more than $200 million each year. This is a serious injustice considering that America is the origin of so much of the music listened to around the world.

So it is time, once and for all, to create a regime that is platform neutral and which respects the hard work and dignity of our artists.

But I also want to be clear about something. I am a huge fan of and true believer in the importance of local radio to the music industry and to communities all across the United States that rely on radio to receive timely and relevant news, entertainment, and emergency response information. The American Music Fairness Act recognizes and acknowledges the important role that locally owned radio stations play by including protections for small, college, and noncommercial stations.

I want to thank Senator BLACKBURN for introducing this bill with me, and I hope our colleagues will join us in supporting the thousands of artists across this country who create the music that contributes to the soundtrack of our lives.

By Ms. COLLINS (for herself, Ms. SINEMA, and Mr. KING):

S. 255. A bill to authorize certain aliens seeking asylum to be employed in the United States while their applications are being adjudicated; to the Committee on the Judiciary.

Ms. COLLINS. Madam President, I rise today to introduce the Asylum Seeker Work Authorization Act of 2023 with my colleagues Senator SINEMA and Senator KING. It is my hope that the changes proposed by our bill will lessen the burden on the budgets of communities hosting asylum seekers, while allowing these individuals and their families to support themselves as they want to do, bringing needed skills to the cities and towns in which they settle.

This legislation would allow individuals seeking asylum at ports of entry to be eligible for employment authorizations starting 30 days after applying for asylum, provided their applications are not frivolous; they are not detained; and their identities have been verified, with their names run through the Federal Government's terrorist watch lists. This change would allow asylum applicants to work, support themselves, and contribute to society without being as dependent on assistance from local governments while their claims are being adjudicated. By encouraging asylum seekers to enter the country through official ports of entry, this legislation would also help create a more orderly asylum application process.

Under current law, asylum seekers must wait extended periods of time after filing their applications before they are allowed to obtain work permits. This waiting period places the burden of care for these asylum seekers onto communities across the Nation. One such community is Portland, ME. Over the span of the last 2 years, a historic number of asylum seekers have arrived in Portland after crossing our southern border. Currently, hundreds of asylum seekers are being housed in emergency shelters and other facilities by the city of Portland. These asylum seekers could give a much needed boost to Maine businesses that are facing labor shortages—our State's unemployment rate is just 3.8 percent—but the lengthy work authorization process prevents these asylum seekers from getting jobs, even to support themselves.

While the Federal Government has provided assistance to Portland and other communities around our country dealing with a surge in asylum seekers, it would be a better solution if those seeking asylum were able to join the workforce and achieve self-sufficiency as quickly as possible while awaiting the outcome of their cases.

I encourage my colleagues to support this win-win solution that will allow asylum seekers to work, as they are eager to do.

By Mr. DURBIN (for himself and Ms. COLLINS):

S. 265. A bill to reauthorize the rural emergency medical service training and equipment assistance program, and for other purposes; to the Committee on Health, Education, Labor, and Pensions.

Mr. DURBIN. Mr. President, I ask unanimous consent that the text of the bill be printed in the RECORD.

There being no objection, the text of the bill was ordered to be printed in the RECORD, as follows:

S. 265

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the ''Supporting and Improving Rural EMS Needs Reauthorization Act'' or the ''SIREN Reauthorization Act''.

SEC. 2. RURAL EMERGENCY MEDICAL SERVICE TRAINING AND EQUIPMENT ASSISTANCE PROGRAM.

Section 330J of the Public Health Service Act (42 U.S.C. 254c–15) is amended—

(1) in subsection (a), by striking ''the Administrator of the Health Resources and Services Administration (referred to in this section as the 'Secretary')'' and inserting ''the Assistant Secretary for Mental Health and Substance Use,'';

(2) in subsection (c)—

(A) in paragraph (1)—

(i) in subparagraph (C), by striking ''; and'' and inserting a semicolon; and

(ii) by adding at the end the following:

''(E) ensure emergency medical services personnel are trained on mental health and substance use disorders and care for individuals with such disorders in emergency situations; and''; and

(B) in paragraph (2)—

(i) in subparagraph (B), by striking ''; or'' and inserting a semicolon;

(ii) in subparagraph (C), by striking the period and inserting ''; or''; and

(iii) by adding at the end the following:

''(D) acquire overdose reversal drugs and devices.'';

(3) by striking subsection (f);

(4) by redesignating subsection (g) as subsection (f); and

(5) in subsection (f)(1), as so redesignated, by striking ''2019 through 2023'' and inserting ''2024 through 2028''.

SUBMITTED RESOLUTIONS

SENATE RESOLUTION 25—RECOGNIZING JANUARY 2023 AS ''NATIONAL MENTORING MONTH''

Mr. WHITEHOUSE (for himself, Mrs. CAPITO, Mr. COONS, Mr. BOOKER, Ms. KLOBUCHAR, Mr. KING, Mr. WYDEN, Mr. KAINE, Mr. REED, Mr. VAN HOLLEN, Mr. DURBIN, Mr. LUJAN, Mr. SULLIVAN, Mr. BARRASSO, Mr. LANKFORD, Mr. CORNYN, Mrs. HYDE-SMITH, Mr. GRAHAM, Ms. COLLINS, Mr. VANCE, Mrs. BLACKBURN, Mr. BRAUN, Mr. RICKETTS, Mr. BOOZMAN, Mrs. BRITT, and Mr. RUBIO) submitted the following resolution; which was referred to the Committee on Health, Education, Labor, and Pensions:

S. RES. 25

Whereas the goals of National Mentoring Month are to raise awareness of and celebrate the powerful impact of mentoring relationships, recruit new mentors, and encourage institutions to integrate quality mentoring into their policies, practices, and programs;

Whereas quality mentoring fosters positive life and social skills, promotes self-esteem, bolsters academic achievement and college access, supports career exploration, and nurtures youth leadership development;

Whereas mentoring happens in many settings, including community-based programs, elementary and secondary schools, institutions of higher education, government agencies, religious institutions, and the workplace, and in various ways, including formal mentoring matches and informal relationships with teachers, coaches, neighbors, faith leaders, and others;

Whereas effective mentoring of underserved and vulnerable populations helps individuals confront challenges and enjoy improved mental health and social-emotional well-being;

Whereas studies have shown that incorporating culture and heritage into mentoring programs can improve academic outcomes and increase community engagement, especially for Alaska Native and American Indian youth;

Whereas youth development experts agree that mentoring encourages positive youth development and smart daily behaviors, such as finishing homework and having healthy social interactions, and has a positive impact on the growth and success of a young person;

Whereas mentors help young people set career goals and can help connect mentees to industry professionals to train for and find jobs;

Whereas mentoring programs generally have a significant, positive impact on youth academic achievement, school connectedness and engagement, and educational success, which lead to outcomes such as improved attendance, grades and test scores, and classroom behavior;

Whereas research has found that young people facing a risk of not completing high school but who had a mentor were, compared with their peers, more likely to enroll in college, to participate regularly in sports or extracurricular activities, to hold a leadership position in a club or sports team, and to volunteer regularly, and less likely to start using drugs;

Whereas mentoring has long been a staple of juvenile justice and violence prevention efforts, and can offer comprehensive support to youth at risk for committing violence or victimization, as mentoring can address many risk factors at once;

Whereas mentoring relationships for youth facing risk, such as foster youth, can have a positive impact on a wide range of factors, including mental health, educational functioning and attainment, peer relationships, employment, and housing stability;

Whereas mentoring programs have been found to positively impact many aspects of mental well-being, including reducing unhealthy coping mechanisms, improving interpersonal relationships, and reducing parental stress;

Whereas mentoring is an innovative, evidence-based practice and, uniquely, is both a prevention and intervention strategy that can support young people of all demographics and backgrounds in all aspects of their lives;

Whereas each of the benefits of mentors described in this preamble serves to link youth to economic and social opportunity while also strengthening communities in the United States;

Whereas, despite the benefits of mentoring, one young person of every three is growing up without a mentor, which means a third of the youth of the United States are growing up without someone outside of the home to offer real life guidance and support; and

Whereas this ''mentoring gap'' demonstrates the need for collaboration among the private, public, and nonprofit sectors to increase resources for relationship-centric supports for youth in communities, schools, and workplaces: Now, therefore, be it

Resolved, That the Senate—

(1) recognizes ''National Mentoring Month'';

(2) recognizes the caring adults who serve as staff and volunteers at quality mentoring programs and help the young people of the United States find inner strength and reach their full potential;

(3) acknowledges that mentoring supports educational achievement, engagement, and self-confidence, supports young people in setting career goals and expanding social capital, reduces juvenile delinquency, and strengthens communities;

(4) promotes the establishment and expansion of quality mentoring programs across the United States to equip young people with the tools needed to lead healthy and productive lives; and

(5) supports initiatives to close the ''mentoring gap'' that exists for the many young people in the United States who do not have meaningful connections with adults outside the home.