

118TH CONGRESS  
1ST SESSION

# H. R. 789

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.

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## IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 2, 2023

Mrs. HAYES (for herself, Ms. LEE of California, Ms. NORTON, Mr. EVANS, Mr. POCAN, Ms. LOIS FRANKEL of Florida, Ms. TOKUDA, Ms. BUDZINSKI, Ms. UNDERWOOD, and Ms. BUSH) introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committees on Oversight and Accountability, 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

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## 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, means  
21       any person with whom the employee has a signifi-  
22       cant personal bond that is or is like a family rela-  
23       tionship, regardless of biological or legal relation-  
24       ship.

1           “(21) DOMESTIC PARTNER.—The term ‘domestic  
2           tie partner’, used with respect to an employee,  
3           means—

4                   “(A) the person recognized as the domestic  
5                   partner of the employee under any domestic  
6                   partnership or civil union law of a State or po-  
7                   litical subdivision of a State; or

8                   “(B) in the case of an unmarried em-  
9                   ployee, an unmarried adult person who is in a  
10                  committed, personal relationship with the em-  
11                  ployee, is not a domestic partner as described  
12                  in subparagraph (A) to or in such a relation-  
13                  ship with any other person, and who is des-  
14                  ignated to the employer by such employee as  
15                  that employee’s domestic partner.

16           “(22) GRANDCHILD.—The term ‘grandchild’  
17           means the son or daughter of an employee’s son or  
18           daughter.

19           “(23) GRANDPARENT.—The term ‘grandparent’  
20           means a parent of a parent of an employee.

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

1           “(25) PARENT-IN-LAW.— The term ‘parent-in-  
2 law’ means a parent of the spouse or domestic part-  
3 ner of an employee.

4           “(26) SIBLING.—The term ‘sibling’ means any  
5 person who is a son or daughter of an employee’s  
6 parent (other than the employee).

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

12           “(28) UNCLE; AUNT.—The terms ‘uncle’ and  
13 ‘aunt’, used with respect to an employee, mean the  
14 son or daughter, as the case may be, of the employ-  
15 ee’s grandparent (other than the employee’s par-  
16 ent).”.

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

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

22                   (B) by striking “who is—” and all that  
23 follows and inserting “and includes an adult  
24 child.”.

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

4 (1) in subsection (a)—

5 (A) in paragraph (1)—

6 (i) in subparagraph (C), by striking  
7 “spouse, or a son, daughter, or parent, of  
8 the employee, if such spouse, son, daugh-  
9 ter, or parent” and inserting “spouse or  
10 domestic partner, or a son or daughter,  
11 son-in-law or daughter-in-law, parent, par-  
12 ent-in-law, grandparent, grandchild, sib-  
13 ling, uncle or aunt, or nephew or niece of  
14 the employee, or any other individual  
15 whose close association is the equivalent of  
16 a family relationship with the employee, if  
17 such spouse, domestic partner, son or  
18 daughter, son-in-law or daughter-in-law,  
19 parent, parent-in-law, grandparent, grand-  
20 child, sibling, uncle or aunt, or nephew or  
21 niece, or such other individual”; and

22 (ii) in subparagraph (E), by striking  
23 “spouse, or a son, daughter, or parent of  
24 the employee” and inserting “spouse or do-  
25 mestic partner, or a son or daughter, son-

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

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

17 (2) in subsection (e)—

18 (A) in paragraph (2)(A), by striking “son,  
19 daughter, spouse, parent, or covered service-  
20 member of the employee, as appropriate” and  
21 inserting “son or daughter, son-in-law or  
22 daughter-in-law, spouse or domestic partner,  
23 parent, parent-in-law, grandparent, grandchild,  
24 sibling, uncle or aunt, nephew or niece, or cov-  
25 ered servicemember of the employee, or any

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

4 (B) in paragraph (3), by striking “spouse,  
5 or a son, daughter, or parent, of the employee”  
6 and inserting “spouse or domestic partner, or a  
7 son or daughter, son-in-law or daughter-in-law,  
8 parent, parent-in-law, grandchild, sibling, uncle  
9 or aunt, or nephew or niece of the employee, or  
10 any other individual whose close association is  
11 the equivalent of a family relationship with the  
12 employee, as appropriate,”; and

13 (3) in subsection (f)—

14 (A) in paragraph (1)—

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

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

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

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

1           (1) in subsection (a), by striking “son, daugh-  
2           ter, spouse, or parent of the employee, or of the next  
3           of kin of an individual in the case of leave taken  
4           under such paragraph (3), as appropriate” and in-  
5           serting “son or daughter, son-in-law or daughter-in-  
6           law, spouse or domestic partner, parent, parent-in-  
7           law, grandparent, grandchild, sibling, uncle or aunt,  
8           or nephew or niece of the employee, or the next of  
9           kin of an individual, or any other individual whose  
10          close association is the equivalent of a family rela-  
11          tionship with the employee, as appropriate”; and

12           (2) in subsection (b)—

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



1 daughter, son-in-law or daughter-in-law, spouse  
2 or domestic partner, parent, parent-in-law,  
3 grandparent, grandchild, sibling, uncle or aunt,  
4 or nephew or niece, or such other individual”;  
5 and

6 (B) in paragraph (7), by striking “son,  
7 daughter, parent, or spouse who has a serious  
8 health condition, or will assist in their recov-  
9 ery,” and inserting “son or daughter, son-in-law  
10 or daughter-in-law, spouse or domestic partner,  
11 parent, parent-in-law, grandparent, grandchild,  
12 sibling, uncle or aunt, or nephew or niece, with  
13 a serious health condition, of the employee, or  
14 an individual, with a serious health condition,  
15 who is any other individual whose close associa-  
16 tion is the equivalent of a family relationship  
17 with the employee, as appropriate, or will assist  
18 in the recovery,”.

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

22 (1) in subparagraph (A)(i), by striking “son,  
23 daughter, spouse, or parent of the employee, as ap-  
24 propriate,” and inserting “son or daughter, son-in-  
25 law or daughter-in-law, spouse or domestic partner,

1 parent, parent-in-law, grandparent, grandchild, sib-  
 2 ling, uncle or aunt, or nephew or niece of the em-  
 3 ployee, or any other individual whose close associa-  
 4 tion is the equivalent of a family relationship with  
 5 the employee, as appropriate,”; and

6 (2) in subparagraph (C)(ii), by striking “son,  
 7 daughter, spouse, or parent” and inserting “employ-  
 8 ee’s son or daughter, son-in-law or daughter-in-law,  
 9 spouse or domestic partner, parent, parent-in-law,  
 10 grandparent, grandchild, sibling, uncle or aunt, or  
 11 nephew or niece, or (with relation to the employee)  
 12 any other individual whose close association is the  
 13 equivalent of a family relationship, as appropriate,”.

14 **SEC. 3. LEAVE TO CARE FOR A DOMESTIC PARTNER, SON-**  
 15 **IN-LAW, DAUGHTER-IN-LAW, PARENT-IN-LAW,**  
 16 **ADULT CHILD, GRANDPARENT, GRANDCHILD,**  
 17 **OR SIBLING OF THE EMPLOYEE, OR AN-**  
 18 **OTHER RELATED INDIVIDUAL FOR FEDERAL**  
 19 **EMPLOYEES.**

20 (a) DEFINITIONS.—

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

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

3 (A) in paragraph (11) by striking “; and”  
4 and inserting a semicolon;

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

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

8 “(13) the term ‘any other individual whose  
9 close association is the equivalent of a family rela-  
10 tionship’, used with respect to an employee, means  
11 any person with whom the employee has a signifi-  
12 cant personal bond that is or is like a family rela-  
13 tionship, regardless of biological or legal relation-  
14 ship;

15 “(14) the term ‘domestic partner’, used with re-  
16 spect to an employee, means—

17 “(A) the person recognized as the domestic  
18 partner of the employee under any domestic  
19 partnership or civil union law of a State or po-  
20 litical subdivision of a State; or

21 “(B) in the case of an unmarried em-  
22 ployee, an unmarried adult person who is in a  
23 committed, personal relationship with the em-  
24 ployee, is not a domestic partner as described  
25 in subparagraph (A) or in such a relationship

1 with any other person, and who is designated to  
2 the employing agency by such employee as that  
3 employee's domestic partner;

4 “(15) the term ‘grandchild’ means the son or  
5 daughter of an employee's son or daughter;

6 “(16) the term ‘grandparent’ means a parent of  
7 a parent of an employee;

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

11 “(18) the term ‘parent-in-law’ means a parent  
12 of the spouse or domestic partner of an employee;

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

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

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

23 “(22) the terms ‘uncle’ and ‘aunt’, used with  
24 respect to an employee, mean the son or daughter,

1 as the case may be, of the employee’s grandparent  
2 (other than the employee’s parent).”.

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

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

8 (B) by striking “who is—” and all that  
9 follows and inserting “and includes an adult  
10 child”.

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

13 (1) in subsection (a)—

14 (A) in paragraph (1)—

15 (i) in subparagraph (C), by striking  
16 “spouse, or a son, daughter, or parent, of  
17 the employee, if such spouse, son, daugh-  
18 ter, or parent” and inserting “spouse or  
19 domestic partner, or a son or daughter,  
20 son-in-law or daughter-in-law, parent, par-  
21 ent-in-law, grandparent, grandchild, sib-  
22 ling, uncle or aunt, or nephew or niece of  
23 the employee, or any other individual  
24 whose close association with the employee  
25 is the equivalent of a family relationship, if

1 such spouse, domestic partner, son or  
2 daughter, son-in-law or daughter-in-law,  
3 parent, parent-in-law, grandparent, grand-  
4 child, sibling, uncle or aunt, or nephew or  
5 niece, or such other individual”; and

6 (ii) in subparagraph (E), by striking  
7 “spouse, or a son, daughter, or parent of  
8 the employee” and inserting “spouse or do-  
9 mestic partner, or a son or daughter, son-  
10 in-law or daughter-in-law, parent, parent-  
11 in-law, grandchild, sibling, uncle or aunt,  
12 or nephew or niece of the employee, or any  
13 other individual whose close association is  
14 the equivalent of a family relationship with  
15 the employee”; and

16 (B) in paragraph (3), by striking “spouse,  
17 son, daughter, parent, or next of kin of a cov-  
18 ered servicemember” and inserting “spouse or  
19 domestic partner, son or daughter, son-in-law  
20 or daughter-in-law, parent, parent-in-law,  
21 grandparent, sibling, uncle or aunt, nephew or  
22 niece, or next of kin of a covered servicemem-  
23 ber, or any other individual whose close associa-  
24 tion is the equivalent of a family relationship  
25 with the covered servicemember”; and

1 (2) in subsection (e)—

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

13 (B) in paragraph (3), by striking “spouse,  
14 or a son, daughter, or parent, of the employee”  
15 and inserting “spouse or domestic partner, or a  
16 son or daughter, son-in-law or daughter-in-law,  
17 parent, parent-in-law, grandchild, sibling, uncle  
18 or aunt, or nephew or niece of the employee, or  
19 any other individual whose close association is  
20 the equivalent of a family relationship with the  
21 employee, as appropriate,”.

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

24 (1) in subsection (a), by striking “son, daugh-  
25 ter, spouse, or parent of the employee, as appro-

1        appropriate” and inserting “son or daughter, son-in-law  
2        or daughter-in-law, spouse or domestic partner, par-  
3        ent, parent-in-law, grandparent, grandchild, sibling,  
4        uncle or aunt, or nephew or niece of the employee,  
5        or any other individual whose close association is the  
6        equivalent of a family relationship with the em-  
7        ployee, as appropriate”; and

8            (2) in subsection (b)(4)(A), by striking “son,  
9        daughter, spouse, or parent, and an estimate of the  
10       amount of time that such employee is needed to care  
11       for such son, daughter, spouse, or parent” and in-  
12       sserting “son or daughter, son-in-law or daughter-in-  
13       law, spouse or domestic partner, parent, parent-in-  
14       law, grandparent, grandchild, sibling, uncle or aunt,  
15       or nephew or niece of the employee, or any other in-  
16       dividual whose close association is the equivalent of  
17       a family relationship with the employee, as appro-  
18       priate, and an estimate of the amount of time that  
19       such employee is needed to care for such son or  
20       daughter, son-in-law or daughter-in-law, spouse or  
21       domestic partner, parent, parent-in-law, grand-  
22       parent, grandchild, sibling, uncle or aunt, or nephew  
23       or niece, or such other individual”.



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

4 (a) LEAVE REQUIREMENT.—Section 102(a) of the  
5 Family and Medical Leave Act of 1993 (29 U.S.C.  
6 2612(a)), as amended by section 2(b), is further amend-  
7 ed—

8 (1) by redesignating paragraph (5) as para-  
9 graph (6); and

10 (2) by inserting after paragraph (4) the fol-  
11 lowing new paragraph:

12 “(5) ENTITLEMENT TO ADDITIONAL LEAVE FOR  
13 PARENTAL INVOLVEMENT AND FAMILY  
14 WELLNESS.—

15 “(A) IN GENERAL.—Subject to subpara-  
16 graph (B) and section 103(g), an eligible em-  
17 ployee shall be entitled to leave under this para-  
18 graph to—

19 “(i) participate in or attend an activ-  
20 ity that is sponsored by a school or com-  
21 munity organization and relates to a pro-  
22 gram of the school or organization that is  
23 attended by a son or daughter or a grand-  
24 child of the employee; or

25 “(ii) meet routine family medical care  
26 needs (including by attending medical and

1 dental appointments of the employee or a  
2 son or daughter, spouse or domestic part-  
3 ner, or grandchild of the employee) or at-  
4 tend to the care needs of an elderly indi-  
5 vidual who is any other individual whose  
6 close association is the equivalent of a fam-  
7 ily relationship with the employee (includ-  
8 ing by making visits to nursing homes or  
9 group homes).

10 “(B) LIMITATIONS.—

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

13 “(I) not to exceed 4 hours of  
14 leave under this paragraph during any  
15 30-day period; and

16 “(II) not to exceed 24 hours of  
17 leave under this paragraph during any  
18 12-month period described in para-  
19 graph (4).

20 “(ii) COORDINATION RULE.—Leave  
21 under this paragraph shall be in addition  
22 to any leave provided under any other  
23 paragraph of this subsection.

24 “(C) DEFINITIONS.—As used in this para-  
25 graph:

1           “(i) COMMUNITY ORGANIZATION.—  
2           The term ‘community organization’ means  
3           a private nonprofit organization that is  
4           representative of a community or a signifi-  
5           cant segment of a community and provides  
6           activities for individuals described in sec-  
7           tion 101(12), such as a scouting or sports  
8           organization.

9           “(ii) SCHOOL.—The term ‘school’  
10          means an elementary school or secondary  
11          school (as such terms are defined in sec-  
12          tion 8101 of the Elementary and Sec-  
13          ondary Education Act of 1965 (20 U.S.C.  
14          7801)), a Head Start program assisted  
15          under the Head Start Act (42 U.S.C. 9831  
16          et seq.), and a child care facility licensed  
17          under State law.”.

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

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

4                           “(C) PARENTAL INVOLVEMENT LEAVE AND  
5 FAMILY WELLNESS LEAVE.—

6                           “(i) VACATION LEAVE; PERSONAL  
7 LEAVE; FAMILY LEAVE.—An eligible em-  
8 ployee may elect, or an employer may re-  
9 quire the employee, to substitute any of  
10 the accrued paid vacation leave, personal  
11 leave, or family leave of the employee for  
12 any part of the period of leave under sub-  
13 section (a)(5).

14                           “(ii) MEDICAL OR SICK LEAVE.—An  
15 eligible employee may elect, or an employer  
16 may require the employee, to substitute  
17 any of the accrued paid medical or sick  
18 leave of the employee for any part of the  
19 period of leave provided under clause (ii) of  
20 subsection (a)(5)(A), except that nothing  
21 in this title shall require an employer to  
22 provide paid sick leave or paid medical  
23 leave in any situation in which such em-  
24 ployer would not normally provide any  
25 such paid leave.

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

12               (d) NOTICE.—Section 102(e) of such Act (29 U.S.C.  
13 2612(e)), as amended by section 2(b), is further amended  
14 by adding at the end the following new paragraph:

15               “(4) NOTICE RELATING TO PARENTAL IN-  
16               VOLVEMENT AND FAMILY WELLNESS LEAVE.—In  
17               any case in which an employee requests leave under  
18               paragraph (5) of subsection (a), the employee  
19               shall—

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

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

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

10           “(g) CERTIFICATION RELATED TO PARENTAL IN-  
 11           VOLVEMENT AND FAMILY WELLNESS LEAVE.—An em-  
 12           ployer may require that a request for leave under section  
 13           102(a)(5) be supported by a certification issued at such  
 14           time and in such manner as the Secretary may by regula-  
 15           tion prescribe.”.

16           **SEC. 5. ENTITLEMENT OF FEDERAL EMPLOYEES TO LEAVE**  
 17   **FOR PARENTAL INVOLVEMENT AND FAMILY**  
 18   **WELLNESS.**

19           (a) LEAVE REQUIREMENT.—Section 6382(a) of title  
 20           5, United States Code, as amended by section 3(b), is fur-  
 21           ther amended by adding at the end the following new para-  
 22           graph:

23           “(5)(A) Subject to subparagraph (B) and section  
 24           6383(f), an employee shall be entitled to leave under this  
 25           paragraph to—

1           “(i) participate in or attend an activity that is  
2 sponsored by a school or community organization  
3 and relates to a program of the school or organiza-  
4 tion that is attended by a son or daughter or a  
5 grandchild of the employee; or

6           “(ii) meet routine family medical care needs  
7 (including by attending medical and dental appoint-  
8 ments of the employee or a son or daughter, spouse  
9 or domestic partner, or grandchild of the employee)  
10 or to attend to the care needs of an elderly indi-  
11 vidual who is any other individual whose close asso-  
12 ciation is the equivalent of a family relationship with  
13 the employee (including by making visits to nursing  
14 homes and group homes).

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

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

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

21           “(ii) Leave under this paragraph shall be in addition  
22 to any leave provided under any other paragraph of this  
23 subsection.

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

1           “(i) the term ‘community organization’ means a  
2 private nonprofit organization that is representative  
3 of a community or a significant segment of a com-  
4 munity and provides activities for individuals de-  
5 scribed in section 6381(6), such as a scouting or  
6 sports organization; and

7           “(ii) the term ‘school’ means an elementary  
8 school or secondary school (as such terms are de-  
9 fined in section 8101 of the Elementary and Sec-  
10 ondary Education Act of 1965 (20 U.S.C. 7801)), a  
11 Head Start program assisted under the Head Start  
12 Act(42 U.S.C. 9831 et seq.), and a child care facility  
13 licensed under State law.”.

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

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

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



1 (c) SUBSTITUTION OF PAID LEAVE.—Section  
2 6382(d) of such title is amended by adding at the end  
3 the following:

4 “(3) An employee may elect to substitute for any part  
5 of the period of leave under subsection (a)(5), any of the  
6 employee’s accrued or accumulated annual or sick leave.  
7 If the employee elects the substitution of that accrued or  
8 accumulated annual or sick leave for leave under sub-  
9 section (a)(5), the employing agency shall not restrict or  
10 limit the leave that may be substituted or impose any addi-  
11 tional terms and conditions on the substitution of such  
12 leave that are more stringent for the employee than the  
13 terms and conditions set forth in this subchapter.”.

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

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

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

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

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

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