

116TH CONGRESS
1ST SESSION

H. R. 3838

To direct the Secretary of Labor to recognize employers with a commitment to helping employees balance workplace responsibilities and family obligations.

IN THE HOUSE OF REPRESENTATIVES

JULY 18, 2019

Ms. HAALAND (for herself, Ms. VELÁZQUEZ, Mrs. NAPOLITANO, Mr. SERRANO, Mr. PAYNE, Ms. BARRAGÁN, Mr. CARSON of Indiana, Ms. BROWNLEY of California, Mr. HASTINGS, Mr. RUSH, Ms. ROYBAL-ALLARD, and Mr. CARBAJAL) introduced the following bill; which was referred to the Committee on Education and Labor

A BILL

To direct the Secretary of Labor to recognize employers with a commitment to helping employees balance workplace responsibilities and family obligations.

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 “Honoring Family-
5 Friendly Workplaces Act”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act:

1 (1) EMPLOYEE; EMPLOYER.—The terms “em-
2 ployee” and “employer” have the meanings given
3 such terms in section 3 of the Fair Labor Standards
4 Act of 1938 (29 U.S.C. 203).

5 (2) SECRETARY.—The term “Secretary” means
6 the Secretary of Labor.

7 **SEC. 3. CERTIFICATION PROGRAM ESTABLISHED.**

8 (a) IN GENERAL.—The Secretary shall establish a
9 national certification program to award certifications to
10 recognize employers that have a commitment to helping
11 employees balance employment responsibilities and family
12 obligations (referred to in this section as “family-friendly
13 certifications”).

14 (b) CRITERIA FOR CERTIFICATION.—In order to be
15 eligible to receive a family-friendly certification, an em-
16 ployer must carry out each of the following family-friendly
17 employment policies and benefits:

18 (1) Assistance paying for, or referring employ-
19 ees to, fertility or adoption services.

20 (2) Paid family leave of not less than 12 weeks
21 per year, including the option to use leave for any
22 of the following reasons:

23 (A) The birth of a son or daughter of the
24 employee and in order to care for such son or
25 daughter.

1 (B) The placement of a son or daughter
2 with the employee for adoption or foster care.

3 (C) To address the employee's own serious
4 health condition, including pregnancy or child-
5 birth.

6 (D) To address the serious health condi-
7 tion (as defined in section 101 of the Family
8 and Medical Leave Act of 1993 (29 U.S.C.
9 2611)) of a family member.

10 (E) For specific military caregiving and
11 leave.

12 (3) Paid sick days for employees that are sepa-
13 rate from time accrued as part of a paid time off
14 policy.

15 (4) A subsidy for child care or policies that
16 allow parents to work alongside their infants in safe
17 settings.

18 (5) Policies that allow for flexible hours once a
19 parent returns to work after a birth, adoption, or
20 foster care placement.

21 (6) If feasible, policies that allow employees to
22 work remotely as needed for reasons related to the
23 care of a child.

24 (7) Lactation support, such as reimbursement
25 of expressed breastmilk delivery while on travel, ac-

1 cess to pumps, kits, and other lactation supplies and
2 amenities, and access to lactation consultants and
3 support.

4 (c) APPLICATION.—An employer who desires to re-
5 ceive a family-friendly certification from the Secretary
6 under this section shall submit an application to the Sec-
7 retary at such time, containing such information, and in
8 such manner as the Secretary may require.

9 (d) AWARD OF CERTIFICATION.—The Secretary shall
10 review applications submitted under subparagraph (c) and
11 award a family-friendly certification to an employer whose
12 application demonstrates that the employer has met the
13 requirements established under subsection (b) regarding
14 family-friendly policies and benefits.

15 (e) AUTHORIZATION OF APPROPRIATIONS.—There
16 are authorized to be appropriated to carry out this Act
17 such sums as may be necessary.

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