

119TH CONGRESS
1ST SESSION

H. R. 3404

To amend the Family and Medical Leave Act of 1993, to repeal certain limits on leave for married individuals employed by the same employer.

IN THE HOUSE OF REPRESENTATIVES

MAY 14, 2025

Ms. MCBRIDE (for herself, Mr. FITZPATRICK, and Ms. STEVENS) introduced the following bill; which was referred to the Committee on Education and Workforce, and in addition to the Committees on House Administration, and Oversight and Government Reform, 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, to repeal certain limits on leave for married individuals employed by the same employer.

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 “Fair Access for Indi-
5 viduals to Receive Leave Act” or the “FAIR Leave Act”.

1 **SEC. 2. REPEAL OF CERTAIN TIME LIMITATIONS ON LEAVE**
2 **FOR SPOUSES.**

3 Section 102(f) of the Family and Medical Leave Act
4 of 1993 (29 U.S.C. 2612(f)) is repealed.

