

119TH CONGRESS  
1ST SESSION

# H. R. 4351

To amend the Family and Medical Leave Act of 1993 to reduce the qualifying time for a spouse of an active duty member of the Armed Forces to take leave.

---

## IN THE HOUSE OF REPRESENTATIVES

JULY 10, 2025

Ms. STRICKLAND (for herself and Mr. BACON) introduced the following bill; which was referred to the Committee on Education and Workforce, and in addition to the Committees on Oversight and Government Reform, and House Administration, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

---

## A BILL

To amend the Family and Medical Leave Act of 1993 to reduce the qualifying time for a spouse of an active duty member of the Armed Forces to take leave.

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. FAMILY AND MEDICAL LEAVE ACT ELIGIBLE**  
4       **EMPLOYEE.**

5       Section 101(2) of the Family and Medical Leave Act  
6       of 1993 is amended by inserting at the end the following:

1           “(F) SPOUSE OF A MEMBER OF THE  
2           ARMED FORCES PARTICIPATING IN COVERED  
3           ACTIVE DUTY.—In the case of an employee who  
4           is a spouse of a member of the Armed Forces  
5           who is participating in covered active duty, in  
6           lieu of the definition in subparagraph (A), the  
7           term ‘eligible employee’ means an employee who  
8           has been employed for at least 90 calendar days  
9           by the employer with respect to whom leave is  
10          requested.”.

○