

119TH CONGRESS  
2D SESSION

# H. R. 7948

To deem certain individuals as parents of Department of Veterans Affairs employees for purposes of determining entitlement to certain family and medical leave for such employees.

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 16, 2026

Mrs. RAMIREZ introduced the following bill; which was referred to the Committee on Oversight and Government Reform, and in addition to the Committee on Veterans' Affairs, 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 deem certain individuals as parents of Department of Veterans Affairs employees for purposes of determining entitlement to certain family and medical leave for such employees.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

1 **SECTION 1. TREATMENT OF CERTAIN FAMILY MEMBERS OF**  
2 **DEPARTMENT OF VETERANS AFFAIRS EM-**  
3 **PLOYEES FOR PURPOSES OF FAMILY AND**  
4 **MEDICAL LEAVE.**

5 (a) IN GENERAL.—Notwithstanding section 7421 of  
6 title 38, United States Code, or any other provision of law,  
7 a parent of the spouse of a covered employee shall, for  
8 the purposes of determining eligibility for the entitlement  
9 of the covered employee to leave under section  
10 6382(a)(1)(C) of title 5, United States Code, be deemed  
11 as a parent of the covered employee.

12 (b) DEFINITIONS.—In this section:

13 (1) The term “covered employee” means an em-  
14 ployee of the Department of Veterans Affairs (in-  
15 cluding an employee who is appointed in the Vet-  
16 erans Health Administration under any provision of  
17 chapter 74 of such title on a full-time basis in a po-  
18 sition listed in section 7421(b) of such title).

19 (2) The terms “employee” and “parent” have  
20 the meanings given such terms in section 6381 of  
21 title 5, United States Code.

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