

119TH CONGRESS
1ST SESSION

S. 3321

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 SENATE OF THE UNITED STATES

DECEMBER 3, 2025

Ms. ERNST (for herself and Ms. HASSAN) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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 Leave Act” or
5 the “Fair Access for Individuals to Receive 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4 of 1993 (29 U.S.C. 2612(f)) is repealed.

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