

119TH CONGRESS  
1ST SESSION

# S. 437

To amend the Family and Medical Leave Act of 1993 and title 5, United States Code, to permit leave to care for a domestic partner, parent-in-law, or adult child, or another related individual, who has a serious health condition, and to allow employees to take, as additional leave, parental involvement and family wellness leave to participate in or attend their children's and grandchildren's educational and extracurricular activities or meet family care needs.

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## IN THE SENATE OF THE UNITED STATES

FEBRUARY 5, 2025

Mr. DURBIN (for himself, Mr. HICKENLOOPER, Mrs. GILLIBRAND, Mr. MERKLEY, Mr. BLUMENTHAL, Mr. WELCH, Ms. SMITH, Mrs. MURRAY, Mr. PADILLA, and Ms. DUCKWORTH) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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## A BILL

To amend the Family and Medical Leave Act of 1993 and title 5, United States Code, to permit leave to care for a domestic partner, parent-in-law, or adult child, or another related individual, who has a serious health condition, and to allow employees to take, as additional leave, parental involvement and family wellness leave to participate in or attend their children's and grandchildren's educational and extracurricular activities or meet family care needs.

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 “Caring for All Families  
 5       Act”.

6       **SEC. 2. LEAVE TO CARE FOR A DOMESTIC PARTNER, SON-**  
 7                       **IN-LAW, DAUGHTER-IN-LAW, PARENT-IN-LAW,**  
 8                       **ADULT CHILD, GRANDPARENT, GRANDCHILD,**  
 9                       **OR SIBLING OF THE EMPLOYEE, OR AN-**  
 10                      **OTHER RELATED INDIVIDUAL.**

11       (a) DEFINITIONS.—

12               (1) INCLUSION OF RELATED INDIVIDUALS.—

13       Section 101 of the Family and Medical Leave Act of  
 14       1993 (29 U.S.C. 2611) is amended by adding at the  
 15       end the following:

16               “(20) ANY OTHER INDIVIDUAL WHOSE CLOSE  
 17       ASSOCIATION IS THE EQUIVALENT OF A FAMILY RE-  
 18       LATIONSHIP.—The term ‘any other individual whose  
 19       close association is the equivalent of a family rela-  
 20       tionship’, used with respect to an employee or a cov-  
 21       ered servicemember, means any person with whom  
 22       the employee or covered servicemember, as the case  
 23       may be, has a significant personal bond that is or  
 24       is like a family relationship, regardless of biological  
 25       or legal relationship.

1           “(21) DOMESTIC PARTNER.—The term ‘domes-  
2       tic partner’, used with respect to an employee or a  
3       covered servicemember, means—

4           “(A) the person recognized as the domestic  
5       partner of the employee or covered servicemem-  
6       ber under any domestic partnership or civil  
7       union law of a State or political subdivision of  
8       a State; or

9           “(B) in the case of an unmarried employee  
10      or covered servicemember, an unmarried adult  
11      person who is in a committed, personal relation-  
12      ship with the employee or covered servicemem-  
13      ber, is not a domestic partner as described in  
14      subparagraph (A) to or in such a relationship  
15      with any other person, and who is designated to  
16      the employer by such employee or covered serv-  
17      ice member as the domestic partner of that em-  
18      ployee or covered servicemember.

19          “(22) GRANDCHILD.—The term ‘grandchild’,  
20      used with respect to an employee or a covered serv-  
21      icemember, means the son or daughter of a son or  
22      daughter of the employee or covered service member.

23          “(23) GRANDPARENT.—The term ‘grand-  
24      parent’, used with respect to an employee or a cov-

1       ered servicemember, means a parent of a parent of  
2       the employee or covered service member.

3           “(24) NEPHEW; NIECE.—The terms ‘nephew’  
4       and ‘niece’, used with respect to an employee or a  
5       covered servicemember, mean a son or daughter of  
6       the sibling of the employee or covered service mem-  
7       ber.

8           “(25) PARENT-IN-LAW.— The term ‘parent-in-  
9       law’, used with respect to an employee or a covered  
10      servicemember, means a parent of the spouse or do-  
11      mestic partner of the employee or covered service  
12      member.

13          “(26) SIBLING.—The term ‘sibling’, used with  
14      respect to an employee or a covered servicemember,  
15      means any person who is a son or daughter of par-  
16      ent of the employee or covered service member  
17      (other than the employee or covered servicemember).

18          “(27) SON-IN-LAW; DAUGHTER-IN-LAW.—The  
19      terms ‘son-in-law’ and ‘daughter-in-law’, used with  
20      respect to an employee or a covered servicemember,  
21      mean any person who is a spouse or domestic part-  
22      ner of a son or daughter, as the case may be, of the  
23      employee or covered service member.

24          “(28) UNCLE; AUNT.—The terms ‘uncle’ and  
25      ‘aunt’, used with respect to an employee or a covered

servicemember, mean the son or daughter, as the case may be, of the grandparent of the employee or covered servicemember (other than the parent of the employee or covered service member).”.

(2) INCLUSION OF ADULT CHILDREN AND CHILDREN OF A DOMESTIC PARTNER.—Section 101(12) of such Act (29 U.S.C. 2611(12)) is amended—

(A) by inserting “a child of an individual’s domestic partner,” after “a legal ward,”; and

(B) by striking “who is—” and all that follows and inserting “and includes an adult child.”.

(b) LEAVE REQUIREMENT.—Section 102 of the Family and Medical Leave Act of 1993 (29 U.S.C. 2612) is amended—

(1) in subsection (a)—

(A) in paragraph (1)—

(i) in subparagraph (C), by striking “spouse, or a son, daughter, or parent, of the employee, if such spouse, son, daughter, or parent” and inserting “spouse or domestic partner, or a son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of

the employee, or any other individual whose close association is the equivalent of a family relationship with the employee, if such spouse, domestic partner, son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece, or such other individual”; and

(ii) in subparagraph (E), by striking “spouse, or a son, daughter, or parent of the employee” and inserting “spouse or domestic partner, or a son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee”; and

(B) in paragraph (3), by striking “spouse, son, daughter, parent, or next of kin of a covered servicemember” and inserting “spouse or domestic partner, son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandparent, sibling, uncle or aunt, nephew or niece, or next of kin of a covered servicemem-

ber, or any other individual whose close association is the equivalent of a family relationship with the covered servicemember”;

(2) in subsection (e)—

(A) in paragraph (2)(A), by striking “son, daughter, spouse, parent, or covered servicemember of the employee, as appropriate” and inserting “son or daughter, son-in-law or daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, nephew or niece, or covered servicemember of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee, as appropriate”; and

(B) in paragraph (3), by striking “spouse, or a son, daughter, or parent, of the employee” and inserting “spouse or domestic partner, or a son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee, as appropriate,”; and

(3) in subsection (f)—

1 (A) in paragraph (1)—

2 (i) in the matter preceding subpara-  
3 graph (A), by inserting “, or domestic  
4 partners,” after “husband and wife”; and

5 (ii) in subparagraph (B), by inserting  
6 “or parent-in-law” after “parent”; and

7 (B) in paragraph (2), by inserting “, or  
8 those domestic partners,” after “husband and  
9 wife” each place it appears.

10 (c) CERTIFICATION.—Section 103 of the Family and  
11 Medical Leave Act of 1993 (29 U.S.C. 2613) is amend-  
12 ed—

13 (1) in subsection (a), by striking “son, daugh-  
14 ter, spouse, or parent of the employee, or of the next  
15 of kin of an individual in the case of leave taken  
16 under such paragraph (3), as appropriate” and in-  
17 serting “son or daughter, son-in-law or daughter-in-  
18 law, spouse or domestic partner, parent, parent-in-  
19 law, grandparent, grandchild, sibling, uncle or aunt,  
20 or nephew or niece of the employee, or the next of  
21 kin of an individual, or any other individual whose  
22 close association is the equivalent of a family rela-  
23 tionship with the employee, as appropriate”; and

24 (2) in subsection (b)—



1 (A) in paragraph (4)(A), by striking “son,  
2 daughter, spouse, or parent and an estimate of  
3 the amount of time that such employee is need-  
4 ed to care for the son, daughter, spouse, or par-  
5 ent” and inserting “son or daughter, son-in-law  
6 or daughter-in-law, spouse or domestic partner,  
7 parent, parent-in-law, grandparent, grandchild,  
8 sibling, uncle or aunt, or nephew or niece of the  
9 employee, or any other individual whose close  
10 association is the equivalent of a family rela-  
11 tionship with the employee, as appropriate, and  
12 an estimate of the amount of time that such  
13 employee is needed to care for such son or  
14 daughter, son-in-law or daughter-in-law, spouse  
15 or domestic partner, parent, parent-in-law,  
16 grandparent, grandchild, sibling, uncle or aunt,  
17 or nephew or niece, or such other individual”;  
18 and

19 (B) in paragraph (7), by striking “son,  
20 daughter, parent, or spouse who has a serious  
21 health condition, or will assist in their recov-  
22 ery,” and inserting “son or daughter, son-in-law  
23 or daughter-in-law, spouse or domestic partner,  
24 parent, parent-in-law, grandparent, grandchild,  
25 sibling, uncle or aunt, or nephew or niece, with

1           a serious health condition, of the employee, or  
 2           an individual, with a serious health condition,  
 3           who is any other individual whose close associa-  
 4           tion is the equivalent of a family relationship  
 5           with the employee, as appropriate, or will assist  
 6           in the recovery,”.

7           (d) EMPLOYMENT AND BENEFITS PROTECTION.—  
 8   Section 104(c)(3) of the Family and Medical Leave Act  
 9   of 1993 (29 U.S.C. 2614(c)(3)) is amended—

10           (1) in subparagraph (A)(i), by striking “son,  
 11           daughter, spouse, or parent of the employee, as ap-  
 12           propriate,” and inserting “son or daughter, son-in-  
 13           law or daughter-in-law, spouse or domestic partner,  
 14           parent, parent-in-law, grandparent, grandchild, sib-  
 15           ling, uncle or aunt, or nephew or niece of the em-  
 16           ployee, or any other individual whose close associa-  
 17           tion is the equivalent of a family relationship with  
 18           the employee, as appropriate,”; and

19           (2) in subparagraph (C)(ii), by striking “son,  
 20           daughter, spouse, or parent” and inserting “employ-  
 21           ee’s son or daughter, son-in-law or daughter-in-law,  
 22           spouse or domestic partner, parent, parent-in-law,  
 23           grandparent, grandchild, sibling, uncle or aunt, or  
 24           nephew or niece, or (with relation to the employee)

1 any other individual whose close association is the  
 2 equivalent of a family relationship, as appropriate.”.

3 **SEC. 3. LEAVE TO CARE FOR A DOMESTIC PARTNER, SON-**  
 4 **IN-LAW, DAUGHTER-IN-LAW, PARENT-IN-LAW,**  
 5 **ADULT CHILD, GRANDPARENT, GRANDCHILD,**  
 6 **OR SIBLING OF THE EMPLOYEE, OR AN-**  
 7 **OTHER RELATED INDIVIDUAL FOR FEDERAL**  
 8 **EMPLOYEES.**

9 (a) DEFINITIONS.—

10 (1) INCLUSION OF A DOMESTIC PARTNER, SON-  
 11 IN-LAW, DAUGHTER-IN-LAW, PARENT-IN-LAW, ADULT  
 12 CHILD, GRANDPARENT, GRANDCHILD, OR SIBLING  
 13 OF THE EMPLOYEE, OR ANOTHER INDIVIDUAL  
 14 WHOSE CLOSE ASSOCIATION IS THE EQUIVALENT OF  
 15 A FAMILY RELATIONSHIP.—Section 6381 of title 5,  
 16 United States Code, is amended—

17 (A) in paragraph (11) by striking “; and”  
 18 and inserting a semicolon;

19 (B) in paragraph (12), by striking the pe-  
 20 riod and inserting a semicolon; and

21 (C) by adding at the end the following:

22 “(13) the term ‘any other individual whose  
 23 close association is the equivalent of a family rela-  
 24 tionship’, used with respect to an employee or a cov-  
 25 ered servicemember, means any person with whom

1 the employee or covered servicemember, as the case  
2 may be, has a significant personal bond that is or  
3 is like a family relationship, regardless of biological  
4 or legal relationship;

5 “(14) the term ‘domestic partner’, used with re-  
6 spect to an employee or a covered servicemember,  
7 means—

8 “(A) the person recognized as the domestic  
9 partner of the employee or covered servicemem-  
10 ber under any domestic partnership or civil  
11 union law of a State or political subdivision of  
12 a State; or

13 “(B) in the case of an unmarried employee  
14 or covered servicemember, an unmarried adult  
15 person who is in a committed, personal relation-  
16 ship with the employee or covered servicemem-  
17 ber, is not a domestic partner as described in  
18 subparagraph (A) to or in such a relationship  
19 with any other person, and who is designated to  
20 the employing agency by such employee or cov-  
21 ered service member as the domestic partner of  
22 that employee or covered servicemember;

23 “(15) the term ‘grandchild’, used with respect  
24 to an employee or a covered servicemember, means

1 the son or daughter of a son or daughter of the em-  
2 ployee or covered service member;

3 “(16) the term ‘grandparent’, used with respect  
4 to an employee or a covered servicemember, means  
5 a parent of a parent of the employee or covered serv-  
6 ice member;

7 “(17) the terms ‘nephew’ and ‘niece’, used with  
8 respect to an employee or a covered servicemember,  
9 mean a son or daughter of the sibling of the em-  
10 ployee or covered service member;

11 “(18) the term ‘parent-in-law’, used with re-  
12 spect to an employee or a covered servicemember,  
13 means a parent of the spouse or domestic partner of  
14 the employee or covered service member;

15 “(19) the term ‘sibling’, used with respect to an  
16 employee or a covered servicemember, means any  
17 person who is a son or daughter of parent of the em-  
18 ployee or covered service member (other than the  
19 employee or covered servicemember);

20 “(20) the terms ‘son-in-law’ and ‘daughter-in-  
21 law’, used with respect to an employee or a covered  
22 servicemember, mean any person who is a spouse or  
23 domestic partner of a son or daughter, as the case  
24 may be, of the employee or covered service member;

1 “(21) the term ‘State’ has the same meaning  
 2 given the term in section 3 of the Fair Labor Stand-  
 3 ards Act of 1938 (29 U.S.C. 203); and

4 “(22) terms ‘uncle’ and ‘aunt’, used with re-  
 5 spect to an employee or a covered servicemember,  
 6 mean the son or daughter, as the case may be, of  
 7 the grandparent of the employee or covered service-  
 8 member (other than the parent of the employee or  
 9 covered service member).”.

10 (2) INCLUSION OF ADULT CHILDREN AND CHIL-  
 11 DREN OF A DOMESTIC PARTNER.—Section 6381(6)  
 12 of such title is amended—

13 (A) by inserting “a child of an individual’s  
 14 domestic partner,” after “a legal ward,”; and

15 (B) by striking “who is—” and all that  
 16 follows and inserting “and includes an adult  
 17 child”.

18 (b) LEAVE REQUIREMENT.—Section 6382 of title 5,  
 19 United States Code, is amended—

20 (1) in subsection (a)—

21 (A) in paragraph (1)—

22 (i) in subparagraph (C), by striking  
 23 “spouse, or a son, daughter, or parent, of  
 24 the employee, if such spouse, son, daugh-  
 25 ter, or parent” and inserting “spouse or

domestic partner, or a son or daughter,  
 son-in-law or daughter-in-law, parent, par-  
 ent-in-law, grandparent, grandchild, sib-  
 ling, uncle or aunt, or nephew or niece of  
 the employee, or any other individual  
 whose close association with the employee  
 is the equivalent of a family relationship, if  
 such spouse, domestic partner, son or  
 daughter, son-in-law or daughter-in-law,  
 parent, parent-in-law, grandparent, grand-  
 child, sibling, uncle or aunt, or nephew or  
 niece, or such other individual”; and

(ii) in subparagraph (E), by striking  
 “spouse, or a son, daughter, or parent of  
 the employee” and inserting “spouse or do-  
 mestic partner, or a son or daughter, son-  
 in-law or daughter-in-law, parent, parent-  
 in-law, grandchild, sibling, uncle or aunt,  
 or nephew or niece of the employee, or any  
 other individual whose close association is  
 the equivalent of a family relationship with  
 the employee”; and

(B) in paragraph (3), by striking “spouse,  
 son, daughter, parent, or next of kin of a cov-  
 ered servicemember” and inserting “spouse or

domestic partner, son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandparent, sibling, uncle or aunt, nephew or niece, or next of kin of a covered servicemember, or any other individual whose close association is the equivalent of a family relationship with the covered servicemember”; and

(2) in subsection (e)—

(A) in paragraph (2)(A), by striking “son, daughter, spouse, parent, or covered servicemember of the employee, as appropriate” and inserting “son or daughter, son-in-law or daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, nephew or niece, or covered servicemember of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee, as appropriate”; and

(B) in paragraph (3), by striking “spouse, or a son, daughter, or parent, of the employee” and inserting “spouse or domestic partner, or a son or daughter, son-in-law or daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or



1           any other individual whose close association is  
2           the equivalent of a family relationship with the  
3           employee, as appropriate.”.

4       (c) CERTIFICATION.—Section 6383 of title 5, United  
5 States Code, is amended—

6           (1) in subsection (a), by striking “son, daugh-  
7       ter, spouse, or parent of the employee, as appro-  
8       priate” and inserting “son or daughter, son-in-law  
9       or daughter-in-law, spouse or domestic partner, par-  
10      ent, parent-in-law, grandparent, grandchild, sibling,  
11      uncle or aunt, or nephew or niece of the employee,  
12      or any other individual whose close association is the  
13      equivalent of a family relationship with the em-  
14      ployee, as appropriate”; and

15          (2) in subsection (b)(4)(A), by striking “son,  
16      daughter, spouse, or parent, and an estimate of the  
17      amount of time that such employee is needed to care  
18      for such son, daughter, spouse, or parent” and in-  
19      serting “son or daughter, son-in-law or daughter-in-  
20      law, spouse or domestic partner, parent, parent-in-  
21      law, grandparent, grandchild, sibling, uncle or aunt,  
22      or nephew or niece of the employee, or any other in-  
23      dividual whose close association is the equivalent of  
24      a family relationship with the employee, as appro-  
25      priate, and an estimate of the amount of time that

1       such employee is needed to care for such son or  
 2       daughter, son-in-law or daughter-in-law, spouse or  
 3       domestic partner, parent, parent-in-law, grand-  
 4       parent, grandchild, sibling, uncle or aunt, or nephew  
 5       or niece, or such other individual”.

6   **SEC. 4. ENTITLEMENT TO ADDITIONAL LEAVE UNDER THE**  
 7                   **FMLA FOR PARENTAL INVOLVEMENT AND**  
 8                   **FAMILY WELLNESS.**

9       (a) LEAVE REQUIREMENT.—Section 102(a) of the  
 10      Family and Medical Leave Act of 1993 (29 U.S.C.  
 11      2612(a)), as amended by section 2(b), is further amend-  
 12      ed—

13           (1) by redesignating paragraph (5) as para-  
 14      graph (6); and

15           (2) by inserting after paragraph (4) the fol-  
 16      lowing new paragraph:

17           “(5) ENTITLEMENT TO ADDITIONAL LEAVE FOR  
 18      PARENTAL       INVOLVEMENT       AND       FAMILY  
 19      WELLNESS.—

20           “(A) IN GENERAL.—Subject to subpara-  
 21      graph (B) and section 103(g), an eligible em-  
 22      ployee shall be entitled to leave under this para-  
 23      graph to—

24                   “(i) participate in or attend an activ-  
 25                   ity that is sponsored by a school or com-

1 community organization and relates to a pro-  
 2 gram of the school or organization that is  
 3 attended by a son or daughter or a grand-  
 4 child of the employee; or

5 “(ii) meet routine family medical care  
 6 needs (including by attending medical and  
 7 dental appointments of the employee or a  
 8 son or daughter, spouse or domestic part-  
 9 ner, or grandchild of the employee) or at-  
 10 tend to the care needs of an elderly indi-  
 11 vidual who is any other individual whose  
 12 close association is the equivalent of a fam-  
 13 ily relationship with the employee (includ-  
 14 ing by making visits to nursing homes or  
 15 group homes).

16 “(B) LIMITATIONS.—

17 “(i) IN GENERAL.—An eligible em-  
 18 ployee shall be entitled to—

19 “(I) not to exceed 4 hours of  
 20 leave under this paragraph during any  
 21 30-day period; and

22 “(II) not to exceed 24 hours of  
 23 leave under this paragraph during any  
 24 12-month period described in para-  
 25 graph (4).

1                   “(ii) COORDINATION RULE.—Leave  
 2                   under this paragraph shall be in addition  
 3                   to any leave provided under any other  
 4                   paragraph of this subsection.

5                   “(C) DEFINITIONS.—As used in this para-  
 6                   graph:

7                   “(i) COMMUNITY ORGANIZATION.—  
 8                   The term ‘community organization’ means  
 9                   a private nonprofit organization that is  
 10                  representative of a community or a signifi-  
 11                  cant segment of a community and provides  
 12                  activities for individuals described in sec-  
 13                  tion 101(12), such as a scouting or sports  
 14                  organization.

15                  “(ii) SCHOOL.—The term ‘school’  
 16                  means an elementary school or secondary  
 17                  school (as such terms are defined in sec-  
 18                  tion 8101 of the Elementary and Sec-  
 19                  ondary Education Act of 1965 (20 U.S.C.  
 20                  7801)), a Head Start program assisted  
 21                  under the Head Start Act (42 U.S.C. 9831  
 22                  et seq.), and a child care facility licensed  
 23                  under State law.”.

24                  (b) SCHEDULE.—Section 102(b)(1) of such Act (29  
 25                  U.S.C. 2612(b)(1)) is amended by inserting after the third

1 sentence the following new sentence: “Subject to sub-  
 2 section (e)(4) and section 103(g), leave under subsection  
 3 (a)(5) may be taken intermittently or on a reduced leave  
 4 schedule.”.

5 (c) SUBSTITUTION OF PAID LEAVE.—Section  
 6 102(d)(2) of such Act (29 U.S.C. 2612(d)(2)) is amended  
 7 by adding at the end the following new subparagraph:

8 “(C) PARENTAL INVOLVEMENT LEAVE AND  
 9 FAMILY WELLNESS LEAVE.—

10 “(i) VACATION LEAVE; PERSONAL  
 11 LEAVE; FAMILY LEAVE.—An eligible em-  
 12 ployee may elect, or an employer may re-  
 13 quire the employee, to substitute any of  
 14 the accrued paid vacation leave, personal  
 15 leave, or family leave of the employee for  
 16 any part of the period of leave under sub-  
 17 section (a)(5).

18 “(ii) MEDICAL OR SICK LEAVE.—An  
 19 eligible employee may elect, or an employer  
 20 may require the employee, to substitute  
 21 any of the accrued paid medical or sick  
 22 leave of the employee for any part of the  
 23 period of leave provided under clause (ii) of  
 24 subsection (a)(5)(A), except that nothing  
 25 in this title shall require an employer to

1 provide paid sick leave or paid medical  
 2 leave in any situation in which such em-  
 3 ployer would not normally provide any  
 4 such paid leave.

5 “(iii) PROHIBITION ON RESTRICTIONS  
 6 AND LIMITATIONS.—If the employee elects  
 7 or the employer requires the substitution  
 8 of accrued paid leave for leave under sub-  
 9 section (a)(5), the employer shall not re-  
 10 strict or limit the leave that may be sub-  
 11 stituted or impose any additional terms  
 12 and conditions on the substitution of such  
 13 leave that are more stringent for the em-  
 14 ployee than the terms and conditions set  
 15 forth in this Act.”.

16 (d) NOTICE.—Section 102(e) of such Act (29 U.S.C.  
 17 2612(e)), as amended by section 2(b), is further amended  
 18 by adding at the end the following new paragraph:

19 “(4) NOTICE RELATING TO PARENTAL IN-  
 20 VOLVEMENT AND FAMILY WELLNESS LEAVE.—In  
 21 any case in which an employee requests leave under  
 22 paragraph (5) of subsection (a), the employee  
 23 shall—

24 “(A) provide the employer with not less  
 25 than 7 days’ notice, or (if such notice is imprac-

“(g) CERTIFICATION RELATED TO PARENTAL INVOLVEMENT AND FAMILY WELLNESS LEAVE.—An employer may require that a request for leave under section 102(a)(5) be supported by a certification issued at such time and in such manner as the Secretary may by regulation prescribe.”.

(a) LEAVE REQUIREMENT.—Section 6382(a) of title 5, United States Code, as amended by section 3(b), is further amended by adding at the end the following new paragraph:

1       “(5)(A) Subject to subparagraph (B) and section  
2 6383(f), an employee shall be entitled to leave under this  
3 paragraph to—

4           “(i) participate in or attend an activity that is  
5 sponsored by a school or community organization  
6 and relates to a program of the school or organiza-  
7 tion that is attended by a son or daughter or a  
8 grandchild of the employee; or

9           “(ii) meet routine family medical care needs  
10 (including by attending medical and dental appoint-  
11 ments of the employee or a son or daughter, spouse  
12 or domestic partner, or grandchild of the employee)  
13 or to attend to the care needs of an elderly indi-  
14 vidual who is any other individual whose close asso-  
15 ciation is the equivalent of a family relationship with  
16 the employee (including by making visits to nursing  
17 homes and group homes).

18       “(B)(i) An employee is entitled to—

19           “(I) not to exceed 4 hours of leave under this  
20 paragraph during any 30-day period; and

21           “(II) not to exceed 24 hours of leave under this  
22 paragraph during any 12-month period described in  
23 paragraph (4).



1 “(ii) Leave under this paragraph shall be in addition  
 2 to any leave provided under any other paragraph of this  
 3 subsection.

4 “(C) For the purpose of this paragraph—

5 “(i) the term ‘community organization’ means a  
 6 private nonprofit organization that is representative  
 7 of a community or a significant segment of a com-  
 8 munity and provides activities for individuals de-  
 9 scribed in section 6381(6), such as a scouting or  
 10 sports organization; and

11 “(ii) the term ‘school’ means an elementary  
 12 school or secondary school (as such terms are de-  
 13 fined in section 8101 of the Elementary and Sec-  
 14 ondary Education Act of 1965 (20 U.S.C. 7801)), a  
 15 Head Start program assisted under the Head Start  
 16 Act (42 U.S.C. 9831 et seq.), and a child care facil-  
 17 ity licensed under State law.”.

18 (b) SCHEDULE.—Section 6382(b)(1) of such title is  
 19 amended—

20 (1) by inserting after the third sentence the fol-  
 21 lowing new sentence: “Subject to subsection (e)(4)  
 22 and section 6383(f), leave under subsection (a)(5)  
 23 may be taken intermittently or on a reduced leave  
 24 schedule.”; and

1           (2) in the last sentence, by striking “involved,”  
2           and inserting “involved (or, in the case of leave  
3           under subsection (a)(5), for purposes of the 30-day  
4           or 12-month period involved),”.

5           (c) SUBSTITUTION OF PAID LEAVE.—Section  
6 6382(d) of such title is amended by adding at the end  
7 the following:

8           “(3) An employee may elect to substitute for any part  
9 of the period of leave under subsection (a)(5), any of the  
10 employee’s accrued or accumulated annual or sick leave.  
11 If the employee elects the substitution of that accrued or  
12 accumulated annual or sick leave for leave under sub-  
13 section (a)(5), the employing agency shall not restrict or  
14 limit the leave that may be substituted or impose any addi-  
15 tional terms and conditions on the substitution of such  
16 leave that are more stringent for the employee than the  
17 terms and conditions set forth in this subchapter.”.

18           (d) NOTICE.—Section 6382(e) of such title, as  
19 amended by section 3(b)(2), is further amended by adding  
20 at the end the following new paragraph:

21           “(4) In any case in which an employee requests leave  
22 under paragraph (5) of subsection (a), the employee  
23 shall—

24                   “(A) provide the employing agency with not less  
25           than 7 days’ notice, or (if such notice is impracti-

1 cable) such notice as is practicable, before the date  
 2 the leave is to begin, of the employee's intention to  
 3 take leave under such paragraph; and

4 “(B) in the case of leave to be taken under sub-  
 5 section (a)(5)(A)(ii), make a reasonable effort to  
 6 schedule the activity or care involved so as not to  
 7 disrupt unduly the operations of the employing agen-  
 8 cy, subject to the approval of the health care pro-  
 9 vider involved (if any).”.

10 (e) CERTIFICATION.—Section 6383(f) of such title is  
 11 amended by striking “paragraph (1)(E) or (3) of” and  
 12 inserting “paragraph (1)(E), (3) or (5) of”.

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