

106TH CONGRESS  
1ST SESSION

# H. R. 2104

To amend the Family and Medical Leave Act of 1993 to permit leave to care for a domestic partner, parent-in-law, adult child, sibling, or grandparent if the domestic partner, parent-in-law, adult child, sibling, or grandparent has a serious health condition.

---

## IN THE HOUSE OF REPRESENTATIVES

JUNE 9, 1999

Mrs. MALONEY of New York introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committees on 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 permit leave to care for a domestic partner, parent-in-law, adult child, sibling, or grandparent if the domestic partner, parent-in-law, adult child, sibling, or grandparent has a serious health condition.

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. LEAVE TO CARE FOR A DOMESTIC PARTNER,**  
2 **PARENT-IN-LAW, ADULT CHILD, SIBLING, OR**  
3 **GRANDPARENT.**

4 (a) LEAVE REQUIREMENT.—Section 102 of the Fam-  
5 ily and Medical Leave Act of 1993 (29 U.S.C. 2612) is  
6 amended—

7 (1) in subsection (a)(1)(C), by striking “or par-  
8 ent” each place it occurs and inserting “domestic  
9 partner, parent-in-law, adult child, sibling, grand-  
10 parent, or parent”; and

11 (2) in subsection (e)(2)(A), by striking “or par-  
12 ent” and inserting “domestic partner, parent-in-law,  
13 adult child, sibling, grandparent, or parent”.

14 (b) CERTIFICATION.—Section 103 of the Family and  
15 Medical Leave Act of 1993 (29 U.S.C. 2613(a)) is  
16 amended—

17 (1) in subsection (a), by striking “or parent”  
18 and inserting “domestic partner, parent-in-law, adult  
19 child, sibling, grandparent, or parent”;

20 (2) in subsection (b)(4)(A), is amended by  
21 striking “or parent” and inserting “domestic part-  
22 ner, parent-in-law, adult child, sibling, grandparent,  
23 or parent”; and

24 (3) in subsection (b)(7), is amended by striking  
25 “parent” and inserting “domestic partner, parent-in-  
26 law, adult child, sibling, grandparent, parent”.

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

4 (1) in subparagraph (A)(i), by striking “or par-  
5 ent” and inserting “domestic partner, parent-in-law,  
6 adult child, sibling, grandparent, or parent”; and

7 (2) in subparagraph (C)(ii), by striking “or  
8 parent” and inserting “domestic partner, parent-in-  
9 law, adult child, sibling, grandparent, or parent”.

10 **SEC. 2. FEDERAL EMPLOYEES.**

11 (a) LEAVE REQUIREMENT.—Section 6382 of title 5,  
12 United States Code, is amended—

13 (1) in subsection (a)(1)(C), by striking “or par-  
14 ent” each place it occurs and inserting “domestic  
15 partner, parent-in-law, adult child, sibling, grand-  
16 parent, or parent”; and

17 (2) in subsection (e)(2)(A), by striking “or par-  
18 ent” and inserting “domestic partner, parent-in-law,  
19 adult child, sibling, grandparent, or parent”.

20 (b) CERTIFICATION.—Section 6383 of title 5, United  
21 States Code, is amended—

22 (1) in subsection (a), by striking “or parent”  
23 and inserting “domestic partner, parent-in-law, adult  
24 child, sibling, grandparent, or parent”; and

1           (2) in subsection (b)(4)(A), is amended by  
2       striking “or parent” and inserting “domestic part-  
3       ner, parent-in-law, adult child, sibling, grandparent,  
4       or parent”.

○