

108TH CONGRESS  
2D SESSION

# H. R. 4720

To amend the Family and Medical Leave Act of 1993 to eliminate an hours of service requirement for benefits under that Act.

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## IN THE HOUSE OF REPRESENTATIVES

JUNE 25, 2004

Ms. BALDWIN (for herself, Mr. KUCINICH, Mr. KILDEE, Ms. SOLIS, and Mr. RUSH) 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

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## A BILL

To amend the Family and Medical Leave Act of 1993 to eliminate an hours of service requirement for benefits under that Act.

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 “Family Fairness Act  
5       of 2004”.

1 **SEC. 2. ELIMINATION OF HOURS OF SERVICE REQUIRE-**  
2 **MENT.**

3 Section 101(2)(A) of the Family and Medical Leave  
4 Act of 1993 (29 U.S.C. 2611(2)(A)) is amended to read  
5 as follows:

6 “(A) IN GENERAL.—The term ‘eligible em-  
7 ployee’ means an employee who has been em-  
8 ployed, either as a full-time or part-time em-  
9 ployee, for at least 12 months by the employer  
10 with respect to whom leave is requested under  
11 section 102.”.

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