

112TH CONGRESS
2D SESSION

H. R. 6673

To amend the Family and Medical Leave Act of 1993 to provide leave
because of the death of a son or daughter.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 17, 2012

Mr. ISRAEL introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committees on Oversight and 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
provide leave because of the death of a son or daughter.

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 “Parental Bereavement
5 Act of 2012” or the “Sarah Grace Act of 2012”.

6 **SEC. 2. FAMILY LEAVE BECAUSE OF THE DEATH OF A SON**
7 **OR DAUGHTER.**

8 (a) FAMILY LEAVE.—

1 (1) ENTITLEMENT TO LEAVE.—Section
2 102(a)(1) of the Family and Medical Leave Act of
3 1993 (29 U.S.C. 2612(a)(1)) is amended by adding
4 at the end the following new subparagraph:

5 “(F) Because of the death of a son or
6 daughter.”.

7 (2) REQUIREMENTS RELATING TO LEAVE.—

8 (A) SCHEDULE.—Section 102(b)(1) of
9 such Act (29 U.S.C. 2612(b)(1)) is amended by
10 inserting after the third sentence the following
11 new sentence: “Leave under subsection
12 (a)(1)(F) shall not be taken by an employee
13 intermittently or on a reduced leave schedule
14 unless the employee and the employer of the
15 employee agree otherwise.”.

16 (B) SUBSTITUTION OF PAID LEAVE.—Sec-
17 tion 102(d)(2)(B) of such Act (29 U.S.C.
18 2612(d)(2)(B)) is amended, in the first sen-
19 tence, by striking “(C) or (D)” and inserting
20 “(C), (D), or (F)”.

21 (C) NOTICE.—Section 102(e) of such Act
22 (29 U.S.C. 2612(e)) is amended by adding at
23 the end the following new paragraph:

24 “(4) NOTICE FOR LEAVE DUE TO DEATH OF A
25 SON OR DAUGHTER.—In any case in which the ne-

cessity for leave under subsection (a)(1)(F) is foreseeable, the employee shall provide such notice to the employer as is reasonable and practicable.”.

(D) SPOUSES EMPLOYED BY SAME EMPLOYER.—Section 102(f)(1)(A) of such Act (29 U.S.C. 2612(f)(1)(A)) is amended by striking “subparagraph (A) or (B)” and inserting “subparagraph (A), (B), or (F)”.

(E) CERTIFICATION REQUIREMENTS.—Section 103 of such Act (29 U.S.C. 2613) is amended by adding at the end the following:

“(g) CERTIFICATION RELATED TO THE DEATH OF A SON OR DAUGHTER.—An employer may require that a request for leave under section 102(a)(1)(F) be supported by a certification issued at such time and in such manner as the Secretary may by regulation prescribe. If the Secretary issues a regulation requiring such certification, the employee shall provide, in a timely manner, a copy of such certification to the employer.”.

(F) FAILURE TO RETURN FROM LEAVE.—Section 104(c) of such Act (29 U.S.C. 2614(c)) is amended—

(i) in paragraph (2)(B)(i), by inserting before the semicolon the following: “,

1 or a death that entitles the employee to
2 leave under section 102(a)(1)(F)”; and

3 (ii) in paragraph (3)(A)—

4 (I) in the matter preceding clause

5 (i), by inserting “, or the death,” be-
6 fore “described”;

7 (II) in clause (ii), by striking
8 “or” at the end;

9 (III) by redesignating clause (iii)
10 as clause (iv); and

11 (IV) by inserting after clause (ii)
12 the following:

13 “(iii) a certification that meets such
14 requirements as the Secretary may by reg-
15 ulation prescribe, in the case of an em-
16 ployee unable to return to work because of
17 a death specified in section 102(a)(1)(F);
18 or”.

19 (G) EMPLOYEES OF LOCAL EDUCATIONAL
20 AGENCIES.—Section 108 of such Act (29
21 U.S.C. 2618) is amended—

22 (i) in subsection (c)—

23 (I) in paragraph (1)—

24 (aa) in the matter preceding
25 subparagraph (A), by inserting

1 after “medical treatment” the
 2 following: “, or under section
 3 102(a)(1)(F) that is foresee-
 4 able,”; and

5 (bb) in subparagraph (A),
 6 by inserting after “to exceed” the
 7 following: “(except in the case of
 8 leave under section
 9 102(a)(1)(F))”; and

10 (II) in paragraph (2), by striking
 11 “section 102(e)(2)” and inserting
 12 “paragraphs (2) and (4) of section
 13 102(e), as applicable”; and
 14 (ii) in subsection (d), in paragraph (2)
 15 and (3), by striking “or (C)” each place it
 16 appears and inserting “(C), or (F)”.

17 (b) FAMILY LEAVE FOR CIVIL SERVICE EMPLOY-
 18 EES.—

19 (1) ENTITLEMENT TO LEAVE.—Section
 20 6382(a)(1) of title 5, United States Code, is amend-
 21 ed by adding at the end the following:

22 “(F) Because of the death of a son or daugh-
 23 ter.”.

24 (2) REQUIREMENTS RELATING TO LEAVE.—

1 (A) SCHEDULE.—Section 6382(b)(1) of
2 such title is amended by inserting after the
3 third sentence the following new sentence:
4 “Leave under subsection (a)(1)(F) shall not be
5 taken by an employee intermittently or on a re-
6 duced leave schedule unless the employee and
7 the employing agency of the employee agree
8 otherwise.”.

9 (B) SUBSTITUTION OF PAID LEAVE.—Sec-
10 tion 6382(d) of such title is amended, in the
11 first sentence, by striking “or (E)” and insert-
12 ing “(E), or (F)”.

13 (C) NOTICE.—Section 6382(e) of such title
14 is amended by adding at the end the following
15 new paragraph:

16 “(4) In any case in which the necessity for leave
17 under subsection (a)(1)(F) is foreseeable, the employee
18 shall provide such notice to the employing agency as is
19 reasonable and practicable.”.

20 (D) CERTIFICATION REQUIREMENTS.—
21 Section 6383 of such title is amended by adding
22 at the end the following:

23 “(g) An employing agency may require that a request
24 for leave under section 6382(a)(1)(F) be supported by a
25 certification issued at such time and in such manner as

1 the Office of Personnel Management may by regulation
2 prescribe. If the Office issues a regulation requiring such
3 certification, the employee shall provide, in a timely man-
4 ner, a copy of such certification to the employer.”.

