

113TH CONGRESS
1ST SESSION

H. R. 2096

To amend the Fair Labor Standards Act to require that employers provide a minimum of 1 week of paid annual leave to employees.

IN THE HOUSE OF REPRESENTATIVES

MAY 22, 2013

Mr. GRAYSON introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To amend the Fair Labor Standards Act to require that employers provide a minimum of 1 week of paid annual leave to employees.

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 “Paid Vacation Act”.

5 **SEC. 2. ENTITLEMENT TO VACATION.**

6 Section 7 of the Fair Labor Standards Act (29
7 U.S.C. 207) is amended by inserting after subsection (b)
8 the following:

9 “(c)(1) Beginning on the date of enactment of the
10 Paid Vacation Act, an eligible employee of an employer

1 that employs 100 or more employees at any time during
2 a calendar year shall be entitled to a total of 1 workweek
3 of paid vacation during each 12-month period.

4 “(2) Beginning on the date that is 3 years after the
5 date of enactment of the Paid Vacation Act, an eligible
6 employee of an employer that employs 50 or more employ-
7 ees at any time during a calendar year shall be entitled
8 to a total of 1 workweek of paid vacation during each 12-
9 month period, and an eligible employee of an employer
10 that employs 100 or more employees shall be entitled to
11 a total of 2 workweeks of paid vacation during each 12-
12 month period, beginning on that eligible employee’s first
13 anniversary of employment.

14 “(3) An eligible employee shall provide the employer
15 with not less than 30 days’ notice, before the date the paid
16 vacation under paragraph (1) or (2) is to begin, of the
17 employee’s intention to take paid vacation under such
18 paragraph, and identify the date such paid vacation shall
19 begin.

20 “(4) For purposes of this subsection—

21 “(A) the term ‘eligible employee’ means an em-
22 ployee who has been employed for at least 12
23 months by the employer with respect to whom leave
24 is requested under paragraph (1) or (2) and for at

1 least 1,250 hours of service with such employer dur-
2 ing such 12-month period; and

3 “(B) the term 1 workweek of ‘paid vacation’
4 means vacation time, in addition to and apart from
5 sick leave and any leave otherwise required by law,
6 to be taken in a continuous series or block of work
7 days comprising 7 calendar days that cannot be
8 rolled over, but must be used within the 12-month
9 period.

10 “(5) The exemptions to this section provided in sec-
11 tion 13 shall not apply to this subsection.”.

12 **SEC. 3. PUBLIC AWARENESS CAMPAIGN BY DEPARTMENT**
13 **OF LABOR.**

14 The Secretary of Labor is authorized to conduct a
15 public awareness campaign, through the Internet and
16 other media, to inform the public of the entitlement to
17 leave afforded by this Act. There is authorized to be ap-
18 propriated such sums as may be necessary for the public
19 awareness campaign.

20 **SEC. 4. STUDY ON PRODUCTIVITY.**

21 The Secretary of Labor shall conduct a study on
22 workplace productivity and the effect on productivity of
23 the leave requirement in this Act. The study shall also ad-
24 dress any benefits to public health and psychological well-
25 being as a result of such leave. Not later than 3 years

1 after the date of enactment of this Act, the Secretary shall
2 transmit to Congress a report containing the findings of
3 the study, and shall publish such findings on the website
4 of the Department of Labor.

