

114TH CONGRESS
2D SESSION

H. R. 5518

To amend the Family and Medical Leave Act of 1993 and title 5, United States Code, to allow employees to take, as additional leave, parental involvement leave to participate in or attend their children's and grandchildren's educational and extracurricular activities, and to clarify that leave may be taken for routine family medical needs and to assist elderly relatives, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JUNE 16, 2016

Mrs. CAROLYN B. MALONEY of New York (for herself, Mr. SCOTT of Virginia, Ms. WILSON of Florida, Ms. SCHAKOWSKY, Ms. LEE, Mr. NADLER, and Mr. JEFFRIES) 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 and title 5, United States Code, to allow employees to take, as additional leave, parental involvement leave to participate in or attend their children's and grandchildren's educational and extracurricular activities, and to clarify that leave may be taken for routine family medical needs and to assist elderly relatives, and for other purposes.

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 and Medical
 5 Leave Enhancement Act of 2016”.

6 **SEC. 2. ELIGIBLE EMPLOYEE.**

7 Section 101(2)(B)(ii) of the Family and Medical
 8 Leave Act of 1993 (29 U.S.C. 2611(2)(B)(ii)) is amended
 9 by striking “less than 50” each place it appears and in-
 10 serting “fewer than 15”.

11 **SEC. 3. ENTITLEMENT TO ADDITIONAL LEAVE UNDER THE**
 12 **FMLA FOR PARENTAL INVOLVEMENT AND**
 13 **FAMILY WELLNESS.**

14 (a) LEAVE REQUIREMENT.—Section 102(a) of the
 15 Family and Medical Leave Act of 1993 (29 U.S.C.
 16 2612(a)) is amended by adding at the end the following
 17 new paragraph:

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

21 “(A) IN GENERAL.—Subject to
 22 subparagraph (B) and section 103(g), an eligi-
 23 ble employee shall be entitled to leave under
 24 this paragraph to—

1 “(i) participate in or attend an activ-
2 ity that is sponsored by a school or com-
3 munity organization and relates to a pro-
4 gram of the school or organization that is
5 attended by a son or daughter or a grand-
6 child of the employee; or

7 “(ii) meet routine family medical care
8 needs, including for medical and dental ap-
9 pointments of the employee or a son,
10 daughter, spouse, or grandchild of the em-
11 ployee, or to attend to the care needs of el-
12 derly individuals who are related to the eli-
13 gible employee, including visits to nursing
14 homes and group homes.

15 “(B) LIMITATIONS.—

16 “(i) IN GENERAL.—An eligible em-
17 ployee is entitled to—

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

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

24 “(ii) COORDINATION RULE.—Leave
25 under this paragraph shall be in addition

1 to any leave provided under any other
2 paragraph of this subsection.

3 “(C) DEFINITIONS.—As used in this para-
4 graph:

5 “(i) SCHOOL.—The term ‘school’
6 means an elementary school or secondary
7 school (as such terms are defined in sec-
8 tion 8101 of the Elementary and Sec-
9 ondary Education Act of 1965 (20 U.S.C.
10 7801)), a Head Start program assisted
11 under the Head Start Act (42 U.S.C. 9831
12 et seq.), or a child care facility.

13 “(ii) COMMUNITY ORGANIZATION.—
14 The term ‘community organization’ means
15 a private nonprofit organization that is
16 representative of a community or a signifi-
17 cant segment of a community and provides
18 activities for individuals described in sub-
19 paragraph (A) or (B) of section 101(12),
20 such as a scouting or sports organiza-
21 tion.”.

22 (b) SCHEDULE.—Section 102(b)(1) of such Act (29
23 U.S.C. 2612(b)(1)) is amended by inserting after the third
24 sentence the following new sentence: “Leave under sub-

1 section (a)(5) may be taken intermittently or on a reduced
2 leave schedule.”.

3 (c) SUBSTITUTION OF PAID LEAVE.—Section
4 102(d)(2) of such Act (29 U.S.C. 2612(d)(2)) is amended
5 by adding at the end the following new subparagraph:

6 “(C) PARENTAL INVOLVEMENT LEAVE AND
7 FAMILY WELLNESS LEAVE.—An eligible em-
8 ployee may elect, or an employer may require
9 the employee, to substitute any of the accrued
10 paid vacation leave, personal leave, or family
11 leave of the employee for any leave under sub-
12 section (a)(5). In addition, an eligible employee
13 may elect, or an employer may require the em-
14 ployee, to substitute any of the accrued paid
15 medical or sick leave of the employee for leave
16 provided under clause (ii) of subsection
17 (a)(5)(A) for any part of the leave under such
18 clause, except that nothing in this title shall re-
19 quire an employer to provide paid sick leave or
20 paid medical leave in any situation in which
21 such employer would not normally provide any
22 such paid leave. If the employee elects or the
23 employer requires the substitution of accrued
24 paid leave for leave provided under subsection
25 (a)(5)(A), the employer shall not restrict or

1 limit this substitution or impose any additional
2 terms and conditions on such leave that are
3 more stringent on the employee than the terms
4 and conditions set forth in this Act.”.

5 (d) NOTICE.—Section 102(e) of such Act (29 U.S.C.
6 2612(e)) is amended by adding at the end the following
7 new paragraph:

8 “(4) NOTICE RELATING TO PARENTAL IN-
9 VOLVEMENT AND FAMILY WELLNESS LEAVE.—In
10 any case in which an employee requests leave under
11 paragraph (5) of subsection (a), the employee
12 shall—

13 “(A) provide the employer with not less
14 than 7 days’ notice or as much notice as is
15 practicable before the date the leave is to be
16 taken, of the employee’s intention to take leave
17 under such paragraph; and

18 “(B) in the case of leave to be taken under
19 subparagraph (A)(ii), make a reasonable effort
20 to schedule the leave so as not to disrupt un-
21 duly the operations of the employer, subject to
22 the approval of the health care provider in-
23 volved (if any).”.

1 (e) CERTIFICATION.—Section 103 of such Act (29
2 U.S.C. 2613) is amended by adding at the end the fol-
3 lowing new subsection:

4 “(g) CERTIFICATION RELATED TO PARENTAL IN-
5 VOLVEMENT AND FAMILY WELLNESS LEAVE.—An em-
6 ployer may require that a request for leave under section
7 102(a)(5) be supported by a certification issued at such
8 time and in such manner as the Secretary may by regula-
9 tion prescribe.”.

10 (f) DEFINITION OF GRANDCHILD.—Section 101 of
11 the Family and Medical Leave Act of 1993 (29 U.S.C.
12 2611) is amended by adding at the end the following new
13 paragraph:

14 “(14) GRANDCHILD.—

15 “(A) IN GENERAL.—The term ‘grandchild’
16 means a son or daughter of an employee’s son
17 or daughter.

18 “(B) SON OR DAUGHTER.—For purposes
19 of subparagraph (A), the term ‘son or daughter’
20 means a biological, adopted, or foster child, a
21 stepchild, a legal ward, or a child of a person
22 standing in loco parentis, without regard to age
23 or mental or physical capacity.”.

1 **SEC. 4. ENTITLEMENT OF FEDERAL EMPLOYEES TO LEAVE**
2 **FOR PARENTAL INVOLVEMENT AND FAMILY**
3 **WELLNESS.**

4 (a) LEAVE REQUIREMENT.—Section 6382(a) of title
5 5, United States Code, is amended by adding at the end
6 the following new paragraph:

7 “(5)(A) Subject to subparagraph (B)(i) and section
8 6383(f), an employee shall be entitled to leave under this
9 paragraph to—

10 “(i) participate in or attend an activity that is
11 sponsored by a school or community organization
12 and relates to a program of the school or organiza-
13 tion that is attended by a son or daughter or a
14 grandchild of the employee; or

15 “(ii) meet routine family medical care needs, in-
16 cluding for medical and dental appointments of a
17 son, daughter, spouse, or grandchild of the em-
18 ployee, or to attend to the care needs of elderly indi-
19 viduals who are related to the eligible employee, in-
20 cluding visits to nursing homes and group homes.

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

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

24 “(II) not to exceed 24 hours of leave under this
25 paragraph during any 12-month period.

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 ‘school’ means an elementary
6 school or secondary school (as such terms are de-
7 fined in section 8101 of the Elementary and Sec-
8 ondary Education Act of 1965), a Head Start pro-
9 gram assisted under the Head Start Act, and a child
10 care facility licensed under State law; and

11 “(ii) the term ‘community organization’ means
12 a private nonprofit organization that is representa-
13 tive of a community or a significant segment of a
14 community and provides activities for individuals de-
15 scribed in subparagraph (A) or (B) of section
16 6381(6), such as a scouting or sports organization.”.

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

19 (1) by inserting after the second sentence the
20 following new sentence: “Leave under subsection
21 (a)(5) may be taken intermittently or on a reduced
22 leave schedule.”; and

23 (2) in the last sentence, by striking “involved,”
24 and inserting “involved (or, in the case of leave

1 under subsection (a)(5), for purposes of any 30-day
2 or 12-month period),”.

3 (c) SUBSTITUTION OF PAID LEAVE.—Section
4 6382(d) of such title is amended—

5 (1) by inserting “(1)” after the subsection des-
6 ignation; and

7 (2) by adding at the end the following:

8 “(2) An employee may elect to substitute for leave
9 under subsection (a)(5), any of the employee’s accrued or
10 accumulated annual or sick leave under subchapter I. If
11 the employee elects to substitute accumulated annual or
12 sick leave for leave provided under subsection (a)(5), the
13 employing agency shall not restrict or limit this substi-
14 tution or impose any additional terms and conditions on
15 such leave that are more stringent on the employee than
16 the terms and conditions set forth in this subchapter.”.

17 (d) NOTICE.—Section 6382(e) of such title is amend-
18 ed by adding at the end the following new paragraph:

19 “(3) In any case in which an employee requests leave
20 under paragraph (5) of subsection (a), the employee
21 shall—

22 “(A) provide the employing agency with not less
23 than 7 days’ notice, before the date the leave is to
24 be taken, of the employee’s intention to take leave
25 under such paragraph; and

1 “(B) in the case of leave to be taken under sub-
2 paragraph (A)(ii), make a reasonable effort to
3 schedule the leave so as not to disrupt unduly the
4 operations of the employer, subject to the approval
5 of the health care provider involved (if any).”.

6 (e) CERTIFICATION.—Section 6383(f) of such title is
7 amended by striking “6382(a)(3)” and inserting “para-
8 graph (3) or (5) of section 6382(a)”.

9 (f) DEFINITION OF GRANDCHILD.—Section 6381 of
10 title 5, United States Code, is amended—

11 (1) in paragraph (10), by striking “and” at the
12 end;

13 (2) in paragraph (11), by striking the period at
14 the end and inserting “; and”; and

15 (3) by adding at the end the following new
16 paragraph:

17 “(12) the term ‘grandchild’ means a son or
18 daughter of an employee’s son or daughter, except
19 that for purposes of such term, the term ‘son or
20 daughter’ means a biological, adopted, or foster
21 child, a stepchild, a legal ward, or a child of a per-
22 son standing in loco parentis, without regard to age
23 or mental or physical capacity.”.

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