(Mr. SCHUMER) was added as a cosponsor of S. 3029, a bill to amend titles XVIII and XIX of the Social Security Act to make premium and cost-sharing subsidies available to low-income Medicare part D beneficiaries who reside in Puerto Rico or another territory of the United States.

S. 3031

At the request of Mr. COTTON, the name of the Senator from Florida (Mr. SCOTT) was added as a cosponsor of S. 3031, a bill to amend the Immigration and Nationality Act to add membership in a significant transnational criminal organization to the list of grounds of inadmissibility and to prohibit the provision of material support or resources to such organizations.

S. 3043

At the request of Mr. INHOFE, the name of the Senator from North Carolina (Mr. BURR) was added as a cosponsor of S. 3043, a bill to modernize training programs at aviation maintenance technician schools, and for other purposes.

S. 3051

At the request of Mr. BARRASSO, the names of the Senator from Oklahoma (Mr. INHOFE) and the Senator from Arkansas (Mr. BOOZMAN) were added as cosponsors of S. 3051, a bill to improve protections for wildlife, and for other purposes.

S. 3056

At the request of Mr. DURBIN, the names of the Senator from Nevada (Ms. ROSEN) and the Senator from Vermont (Mr. LEAHY) were added as cosponsors of S. 3056, a bill to designate as wilderness certain Federal portions of the red rock canyons of the Colorado Plateau and the Great Basin Deserts in the State of Utah for the benefit of present and future generations of people in the United States.

S. RES. 343

At the request of Mrs. SHAHEEN, the names of the Senator from Idaho (Mr. RISCH) and the Senator from West Virginia (Mr. MANCHIN) were added as cosponsors of S. Res. 343, a resolution congratulating the people of the Czech Republic and the people of the Slovak Republic on the 30th anniversary of the Velvet Revolution, the 26th anniversary of the formation of the Czech Republic and the Slovak Republic, and the 101st anniversary of the declaration of independence of Czechoslovakia.

STATEMENTS ON INTRODUCED BILLS AND JOINT RESOLUTIONS

By Mrs. FEINSTEIN (for herself, Mr. GRASSLEY, Mr. DURBIN, and Mrs. CAPITO):

S. 3070. A bill to modify reporting requirements under the Controlled Substances Act; to the Committee on the Judiciary.

Mrs. FEINSTEIN. Mr. President, I rise with my colleagues, Senators GRASSLEY, CAPITO, and DURBIN to introduce the Preventing Pill Mills Through Data Sharing Act.

Millions of pills flooded small communities throughout the Nation to fuel the opioid epidemic we are facing today.

Despite the fact that opioid manufacturers and distributors were required to keep complete and accurate records relating to the sale, delivery, or disposal of opioids through the Automated Reports and Consolidated Ordering System, often referred to as ARCOS, and to detect and disclose suspicious orders of opioids to the Drug Enforcement Administration (DEA), these substances still reached our streets.

That is why my colleagues and I previously introduced the ''Using Data to Prevent Opioid Diversion Act,'' which was enacted as part of the ''SUPPORT Act'' in 2018. As a result of that law, DEA is now required to provide to opioid manufacturers and distributors anonymized information related to the number of distributors serving a single pharmacy or practitioner, and the quantity and type of opioids being delivered to each.

This information, coupied with the internal controls that these companies already use in their efforts to determine the legitimacy of opioid orders, is assisting manufacturers and distributors in their efforts to better prevent these substances from being diverted to someone other than the intended recipient who has a lawful prescription.

That law also strengthened accountability by establishing civil and criminal fines for drug manufacturers and distributors who fail to consider ARCOS data when determining whether an order for opioids is suspicious. Additionally, it increased existing civil fines for drug manufacturers and distributors who fail to report suspicious orders and keep accurate records tenfold, and doubled existing criminal fines.

Finally, our legislation required the United States Attorney General to share standardized reports with state officials, including regulatory, licensing, attorneys general, and law enforcement agencies, related to the distribution patterns collected by the ARCOS database on a semi-annual basis.

This law has ensured that opioid manufacturers and distributors have a clear picture of how many pills are going to each pharmacy, thereby helping to eradicate pill mills.

To strengthen this law, my colleagues and I are introducing the ''Preventing Pill Mills Through Data Sharing Act.'' This new legislation is largely based on recommendations included in the October 2019 U.S. Department of Justice (DOJ) Office of the Inspector General (OIG) report related to the DEA's response to the opioid epidemic.

In that report, the DOJ OIG noted two shortcomings associated with the ARCOS system. First, not all registrants input data into the ARCOS system at the same intervals.

While both opioid manufacturers and distributors are required to input data on a quarterly basis, manufacturers often input the data monthly, while distributors do so quarterly. This means that when the DEA provides the quarterly reports that drug manufacturers and distributors must use to determine whether orders are suspicious, they don't have the most up to date information. Our legislation addresses this problem by requiring all registrants to input data on a monthly basis.

Second, the database only captures information for Schedule I and II drugs. As a result, addictive drugs in other schedules, which are also diverted, are not captured. This includes nine combination opioid products.

For this reason, our legislation expands the reporting requirements to include controlled substances in all schedules. Our legislation also closes an existing loophole.

The DEA has informed my staff that, under current law, one pharmacy is able to transfer up to five percent of its inventory of controlled substances to another pharmacy without having to immediately report to the DEA.

Because these transfers are not automatically reported to the DEA through the ARCOS system, it creates a blind spot for the DEA, as well as for drug manufacturers and distributors who are required to consider data from the anonymized reports generated from the ARCOS database when determining whether an order for controlled substances is suspicious.

Moreover, because pharmacies are not currently required to check the ARCOS reports provided by DEA before transferring a controlled substance to another pharmacy, they could be inadvertently supplying a pharmacy with excess amounts of pills that could easily end up on the black market.

That is why our legislation applies the same reporting requirements and penalties to pharmacies transferring controlled substances, except in the limited circumstance of a transfer made for a specific patient need, as those that are applied to drug manufacturers and distributors.

In 2018, we lost almost 70,000 individuals to drug overdose deaths in our country. Nearly 48,000 of these were opioid-related.

Drug manufacturers, distributors, and pharmacies all play a critical role in preventing future overdose deaths.

The ''Using Data to Prevent Opioid Diversion Act'' has been successful.

The ''Preventing Pill Mills Through Data Sharing Act'' builds on that success and will close existing loopholes in order reduce the diversion of controlled substances that are contributing to the massive number of overdose deaths in the United States.

I urge my colleagues to support this legislation and look forward to its passage.

Thank you, Mr. President. I yield the floor.

By Mr. DURBIN (for himself, Mr. BLUMENTHAL, Ms. DUCKWORTH,

Mr. LEAHY, Ms. HARRIS, and Mr. BROWN):

S. 3071. A bill to amend the Family and Medical Leave Act of 1993 and title 5, United States Code, to permit leave to care for a domestic partner, parent-in-law, or adult child, or another related individual, who has a serious health condition, and to allow employees to take, as additional leave, parental involvement and family wellness leave to participate in or attend their children's and grandchildren's educational and extracurricular activities or meet family care needs; to the Committee on Health, Education, Labor, and Pensions.

Mr. DURBIN. Mr. President, I ask unanimous consent that the text of the bill be printed in the RECORD.

There being no objection, the text of the bill was ordered to be printed in the RECORD, as follows:

S. 3071

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the ''Family Medical Leave Modernization Act''.

SEC. 2. LEAVE TO CARE FOR A DOMESTIC PARTNER, SON-IN-LAW, DAUGHTER-IN-LAW, PARENT-IN-LAW, ADULT CHILD, GRANDPARENT, GRANDCHILD, OR SIBLING OF THE EMPLOYEE, OR ANOTHER RELATED INDIVIDUAL.

(a) DEFINITIONS.—

(1) INCLUSION OF RELATED INDIVIDUALS.—Section 101 of such Act is further amended by adding at the end the following:

''(20) ANY OTHER INDIVIDUAL RELATED BY BLOOD OR AFFINITY WHOSE CLOSE ASSOCIATION IS THE EQUIVALENT OF A FAMILY RELATIONSHIP.—The term 'any other individual related by blood or affinity whose close association is the equivalent of a family relationship', used with respect to an employee, means any person with whom the employee has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship.

''(21) DOMESTIC PARTNER.—The term 'domestic partner', used with respect to an employee, means—

''(A) the person recognized as the domestic partner of the employee under any domestic partnership or civil union law of a State or political subdivision of a State; or

''(B) in the case of an unmarried employee, an unmarried adult person who is in a committed, personal relationship with the employee, is not a domestic partner as described in subparagraph (A) to or in such a relationship with any other person, and who is designated to the employer by such employee as that employee's domestic partner.

''(22) GRANDCHILD.—The term 'grandchild' means the son or daughter of an employee's son or daughter.

''(23) GRANDPARENT.—The term 'grandparent' means a parent of a parent of an employee.

''(24) NEPHEW; NIECE.—The terms 'nephew' and 'niece', used with respect to an employee, mean a son or daughter of the employee's sibling.

''(25) PARENT-IN-LAW.—The term 'parent-in-law' means a parent of the spouse or domestic partner of an employee.

''(26) SIBLING.—The term 'sibling' means any person who is a son or daughter of an employee's parent (other than the employee).

''(27) SON-IN-LAW; DAUGHTER-IN-LAW.—The terms 'son-in-law' and 'daughter-in-law', used with respect to an employee, mean any person who is a spouse or domestic partner of a son or daughter, as the case may be, of the employee.

''(28) UNCLE; AUNT.—The terms 'uncle' and 'aunt', used with respect to an employee, mean the son or daughter, as the case may be, of the employee's grandparent (other than the employee's parent).''.

(2) INCLUSION OF ADULT CHILDREN AND CHILDREN OF A DOMESTIC PARTNER.—Section 101(12) of such Act (29 U.S.C. 2611(12)) is amended—

(A) by inserting ''a child of an individual's domestic partner,'' after ''a legal ward,''; and

(B) by striking ''who is—'' and all that follows and inserting ''and includes an adult child.''.

(b) LEAVE REQUIREMENT.—Section 102 of the Family and Medical Leave Act of 1993 (29 U.S.C. 2612) is amended—

(1) in subsection (a)—

(A) in paragraph (1)—

(i) in subparagraph (C), by striking ''spouse, or a son, daughter, or parent, of the employee, if such spouse, son, daughter, or parent'' and inserting ''spouse or domestic partner, or a son or daughter, son-in-law, daughter-in-law, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual related by blood or affinity whose close association is the equivalent of a family relationship with the employee, if such spouse, domestic partner, son or daughter, son-in-law, daughter-in-law, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece, or such other individual''; and

(ii) in subparagraph (E), by striking ''spouse, or a son, daughter, or parent of the employee'' and inserting ''spouse or domestic partner, or a son or daughter, son-in-law, daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual related by blood or affinity whose close association is the equivalent of a family relationship with the employee''; and

(B) in paragraph (3), by striking ''spouse, son, daughter, parent, or next of kin of a covered servicemember'' and inserting ''spouse or domestic partner, son or daughter, son-in-law, daughter-in-law, parent, parent-in-law, grandparent, sibling, uncle or aunt, nephew or niece, or next of kin of a covered servicemember, or any other individual related by blood or affinity whose close association is the equivalent of a family relationship with the covered servicemember'';

(2) in subsection (e)—

(A) in paragraph (2)(A), by striking ''son, daughter, spouse, parent, or covered servicemember of the employee, as appropriate'' and inserting ''son or daughter, son-in-law, daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, nephew or niece, or covered servicemember of the employee, or any other individual related by blood or affinity whose close association is the equivalent of a family relationship with the employee, as appropriate''; and

(B) in paragraph (3), by striking ''spouse, or a son, daughter, or parent, of the employee'' and inserting ''spouse or domestic partner, or a son or daughter, son-in-law, daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual related by blood or affinity whose close association is the equivalent of a family relationship with the employee, as appropriate,''; and

(3) in subsection (f)—

(A) in paragraph (1)—

(i) in the matter preceding subparagraph (A), by inserting '', or domestic partners,'' after ''husband and wife''; and

(ii) in subparagraph (B), by inserting ''or parent-in-law'' after ''parent''; and

(B) in paragraph (2), by inserting '', or those domestic partners,'' after ''husband and wife'' each place it appears.

(c) CERTIFICATION.—Section 103 of the Family and Medical Leave Act of 1993 (29 U.S.C. 2613) is amended—

(1) in subsection (a), by striking ''son, daughter, spouse, or parent of the employee, or of the next of kin of an individual in the case of leave taken under such paragraph (3), as appropriate'' and inserting ''son or daughter, son-in-law, daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or the next of kin of an individual, or any other individual related by blood or affinity whose close association is the equivalent of a family relationship with the employee, as appropriate''; and

(2) in subsection (b)—

(A) in paragraph (4)(A), by striking ''son, daughter, spouse, or parent and an estimate of the amount of time that such employee is needed to care for the son, daughter, spouse, or parent'' and inserting ''son or daughter, son-in-law, daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual related by blood or affinity whose close association is the equivalent of a family relationship with the employee, as appropriate, and an estimate of the amount of time that such employee is needed to care for such son or daughter, son-in-law, daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece, or such other individual''; and

(B) in paragraph (7), by striking ''son, daughter, parent, or spouse who has a serious health condition, or will assist in their recovery,'' and inserting ''son or daughter, son-in-law, daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece, with a serious health condition, of the employee, or an individual, with a serious health condition, who is any other individual related by blood or affinity whose close association is the equivalent of a family relationship with the employee, as appropriate, or will assist in the recovery,''.

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

(1) in subparagraph (A)(i), by striking ''son, daughter, spouse, or parent of the employee, as appropriate,'' and inserting ''son or daughter, son-in-law, daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual related by blood or affinity whose close association is the equivalent of a family relationship with the employee, as appropriate,''; and

(2) in subparagraph (C)(ii), by striking ''son, daughter, spouse, or parent'' and inserting ''employee's son or daughter, son-in-law, daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece, or (with relation to the employee) any other individual related by blood or affinity whose close association is the equivalent of a family relationship, as appropriate,''.

SEC. 3. LEAVE TO CARE FOR A DOMESTIC PARTNER, SON-IN-LAW, DAUGHTER-IN-LAW, PARENT-IN-LAW, ADULT CHILD, GRANDPARENT, GRANDCHILD, OR SIBLING OF THE EMPLOYEE, OR ANOTHER RELATED INDIVIDUAL FOR FEDERAL EMPLOYEES.

(a) DEFINITIONS.—

(1) INCLUSION OF A DOMESTIC PARTNER, SON-IN-LAW, DAUGHTER-IN-LAW, PARENT-IN-LAW, ADULT CHILD, GRANDPARENT, GRANDCHILD, OR SIBLING OF THE EMPLOYEE, OR ANOTHER INDIVIDUAL RELATED BY BLOOD OR AFFINITY.—Section 6381 of title 5, United States Code, is amended—

(A) in paragraph (11) by striking ''; and'' and inserting a semicolon;

(B) in paragraph (12), by striking the period and inserting a semicolon; and

(C) by adding at the end the following:

''(13) the term 'any other individual related by blood or affinity whose close association is the equivalent of a family relationship', used with respect to an employee, means any person with whom the employee has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship;

''(14) the term 'domestic partner', used with respect to an employee, means—

''(A) the person recognized as the domestic partner of the employee under any domestic partnership or civil union law of a State or political subdivision of a State; or

''(B) in the case of an unmarried employee, an unmarried adult person who is in a committed, personal relationship with the employee, is not a domestic partner as described in subparagraph (A) or in such a relationship with any other person, and who is designated to the employing agency by such employee as that employee's domestic partner;

''(15) the term 'grandchild' means the son or daughter of an employee's son or daughter;

''(16) the term 'grandparent' means a parent of a parent of an employee;

''(17) the terms 'nephew' and 'niece', used with respect to an employee, mean a son or daughter of the employee's sibling;

''(18) the term 'parent-in-law' means a parent of the spouse or domestic partner of an employee;

''(19) the term 'sibling' means any person who is a son or daughter of an employee's parent (other than the employee);

''(20) the terms 'son-in-law' and 'daughter-in-law', used with respect to an employee, mean any person who is a spouse or domestic partner of a son or daughter, as the case may be, of the employee;

''(21) the term 'State' has the same meaning given the term in section 3 of the Fair Labor Standards Act of 1938 (29 U.S.C. 203); and

''(22) the terms 'uncle' and 'aunt', used with respect to an employee, mean the son or daughter, as the case may be, of the employee's grandparent (other than the employee's parent).''.

(2) INCLUSION OF ADULT CHILDREN AND CHILDREN OF A DOMESTIC PARTNER.—Section 6381(6) of such title is amended—

(A) by inserting ''a child of an individual's domestic partner,'' after ''a legal ward,''; and

(B) by striking ''who is—'' and all that follows and inserting ''and includes an adult child''.

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

(1) in subsection (a)—

(A) in paragraph (1)—

(i) in subparagraph (C), by striking ''spouse, or a son, daughter, or parent, of the employee, if such spouse, son, daughter, or parent'' and inserting ''spouse or domestic partner, or a son or daughter, son-in-law, daughter-in-law, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship, if such spouse, domestic partner, son or daughter, son-in-law, daughter-in-law, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece, or such other individual''; and

(ii) in subparagraph (E), by striking ''spouse, or a son, daughter, or parent of the employee'' and inserting ''spouse or domestic partner, or a son or daughter, son-in-law, daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual related by blood or affinity whose close association is the equivalent of a family relationship with the employee''; and

(B) in paragraph (3), by striking ''spouse, son, daughter, parent, or next of kin of a covered servicemember'' and inserting ''spouse or domestic partner, son or daughter, son-in-law, daughter-in-law, parent, parent-in-law, grandparent, sibling, uncle or aunt, nephew or niece, or next of kin of a covered servicemember, or any other individual related by blood or affinity whose close association is the equivalent of a family relationship with the covered servicemember''; and

(2) in subsection (e)—

(A) in paragraph (2)(A), by striking ''son, daughter, spouse, parent, or covered servicemember of the employee, as appropriate'' and inserting ''son or daughter, son-in-law, daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, nephew or niece, or covered servicemember of the employee, or any other individual related by blood or affinity whose close association is the equivalent of a family relationship with the employee, as appropriate''; and

(B) in paragraph (3), by striking ''spouse, or a son, daughter, or parent, of the employee'' and inserting ''spouse or domestic partner, or a son or daughter, son-in-law, daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual related by blood or affinity whose close association is the equivalent of a family relationship with the employee, as appropriate,''.

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

(1) in subsection (a), by striking ''son, daughter, spouse, or parent of the employee, as appropriate'' and inserting ''son or daughter, son-in-law, daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual related by blood or affinity whose close association is the equivalent of a family relationship with the employee, as appropriate''; and

(2) in subsection (b)(4)(A), by striking ''son, daughter, spouse, or parent, and an estimate of the amount of time that such employee is needed to care for such son, daughter, spouse, or parent'' and inserting ''son or daughter, son-in-law, daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship, and an estimate of the amount of time that such employee is needed to care for such son or daughter, son-in-law, daughter-in-law, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece, or such other individual''.

SEC. 4. ENTITLEMENT TO ADDITIONAL LEAVE UNDER THE FMLA FOR PARENTAL INVOLVEMENT AND FAMILY WELLNESS.

(a) LEAVE REQUIREMENT.—Section 102(a) of the Family and Medical Leave Act of 1993 (29 U.S.C. 2612(a)), as amended by section 2(b), is further amended—

(1) by redesignating paragraph (5) as paragraph (6); and

(2) by inserting after paragraph (4) the following new paragraph:

''(5) ENTITLEMENT TO ADDITIONAL LEAVE FOR PARENTAL INVOLVEMENT AND FAMILY WELLNESS.—

''(A) IN GENERAL.—Subject to subparagraph (B) and section 103(g), an eligible employee shall be entitled to leave under this paragraph to—

''(i) participate in or attend an activity that is sponsored by a school or community organization and relates to a program of the school or organization that is attended by a son or daughter or a grandchild of the employee; or

''(ii) meet routine family medical care needs (including by attending medical and dental appointments of the employee or a son or daughter, spouse, or grandchild of the employee) or attend to the care needs of an elderly individual who is related to the employee through a relationship described in section 102(a) (including by making visits to nursing homes or group homes).

''(B) LIMITATIONS.—

''(i) IN GENERAL.—An eligible employee shall be entitled to—

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

''(II) not to exceed 24 hours of leave under this paragraph during any 12-month period described in paragraph (4).

''(ii) COORDINATION RULE.—Leave under this paragraph shall be in addition to any leave provided under any other paragraph of this subsection.

''(C) DEFINITIONS.—As used in this paragraph:

''(i) COMMUNITY ORGANIZATION.—The term 'community organization' means a private nonprofit organization that is representative of a community or a significant segment of a community and provides activities for individuals described in section 101(12), such as a scouting or sports organization.

''(ii) SCHOOL.—The term 'school' means an elementary school or secondary school (as such terms are defined in section 8101 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801)), a Head Start program assisted under the Head Start Act (42 U.S.C. 9831 et seq.), and a child care facility licensed under State law.''.

(b) SCHEDULE.—Section 102(b)(1) of such Act (29 U.S.C. 2612(b)(1)) is amended by inserting after the third sentence the following new sentence: ''Subject to subsection (e)(4) and section 103(g), leave under subsection (a)(5) may be taken intermittently or on a reduced leave schedule.''.

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

''(C) PARENTAL INVOLVEMENT LEAVE AND FAMILY WELLNESS LEAVE.—

''(i) VACATION LEAVE; PERSONAL LEAVE; FAMILY LEAVE.—An eligible employee may elect, or an employer may require the employee, to substitute any of the accrued paid vacation leave, personal leave, or family leave of the employee for any part of the period of leave under subsection (a)(5).

''(ii) MEDICAL OR SICK LEAVE.—An eligible employee may elect, or an employer may require the employee, to substitute any of the

accrued paid medical or sick leave of the employee for any part of the period of leave provided under clause (ii) of subsection (a)(5)(A), except that nothing in this title shall require an employer to provide paid sick leave or paid medical leave in any situation in which such employer would not normally provide any such paid leave.

''(iii) PROHIBITION ON RESTRICTIONS AND LIMITATIONS.—If the employee elects or the employer requires the substitution of accrued paid leave for leave under subsection (a)(5), the employer shall not restrict or limit the leave that may be substituted or impose any additional terms and conditions on the substitution of such leave that are more stringent for the employee than the terms and conditions set forth in this Act.''.

(d) NOTICE.—Section 102(e) of such Act (29 U.S.C. 2612(e)), as amended by section 2(b), is further amended by adding at the end the following new paragraph:

''(4) NOTICE RELATING TO PARENTAL INVOLVEMENT AND FAMILY WELLNESS LEAVE.—In any case in which an employee requests leave under paragraph (5) of subsection (a), the employee shall—

''(A) provide the employer with not less than 7 days' notice, or (if such notice is impracticable) such notice as is practicable, before the date the leave is to begin, of the employee's intention to take leave under such paragraph; and

''(B) in the case of leave to be taken under subsection (a)(5)(A)(ii), make a reasonable effort to schedule the activity or care involved so as not to disrupt unduly the operations of the employer, subject to the approval of the health care provider involved (if any).''.

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

''(g) CERTIFICATION RELATED TO PARENTAL INVOLVEMENT AND FAMILY WELLNESS LEAVE.—An employer may require that a request for leave under section 102(a)(5) be supported by a certification issued at such time and in such manner as the Secretary may by regulation prescribe.''.

SEC. 5. ENTITLEMENT OF FEDERAL EMPLOYEES TO LEAVE FOR PARENTAL INVOLVEMENT AND FAMILY WELLNESS.

(a) LEAVE REQUIREMENT.—Section 6382(a) of title 5, United States Code, as amended by section 3(b), is further amended by adding at the end the following new paragraph:

''(5)(A) Subject to subparagraph (B) and section 6383(f), an employee shall be entitled to leave under this paragraph to—

''(i) participate in or attend an activity that is sponsored by a school or community organization and relates to a program of the school or organization that is attended by a son or daughter or a grandchild of the employee; or

''(ii) meet routine family medical care needs (including by attending medical and dental appointments of the employee or a son or daughter, spouse, or grandchild of the employee) or to attend to the care needs of an elderly individual who is related to the employee through a relationship described in section 6382(a) (including by making visits to nursing homes and group homes).

''(B)(i) An employee is entitled to—

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

''(II) not to exceed 24 hours of leave under this paragraph during any 12-month period described in paragraph (4).

''(ii) Leave under this paragraph shall be in addition to any leave provided under any other paragraph of this subsection.

''(C) For the purpose of this paragraph—

''(i) the term 'community organization' means a private nonprofit organization that is representative of a community or a significant segment of a community and provides activities for individuals described in section 6381(6), such as a scouting or sports organization; and

''(ii) the term 'school' means an elementary school or secondary school (as such terms are defined in section 8101 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801)), a Head Start program assisted under the Head Start Act (42 U.S.C. 9831 et seq.), and a child care facility licensed under State law.''.

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

(1) by inserting after the third sentence the following new sentence: ''Subject to subsection (e)(4) and section 6383(f), leave under subsection (a)(5) may be taken intermittently or on a reduced leave schedule.''; and

(2) in the last sentence, by striking ''involved,'' and inserting ''involved (or, in the case of leave under subsection (a)(5), for purposes of the 30-day or 12-month period involved),''.

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

(1) by inserting ''(1)'' after the subsection designation; and

(2) by adding at the end the following:

''(2) An employee may elect, or an employer may require the employee, to substitute for any part of the period of leave under subsection (a)(5), any of the employee's accrued or accumulated annual or sick leave under subchapter I. If the employee elects or the employer requires the substitution of that accrued or accumulated annual or sick leave for leave under subsection (a)(5), the employing agency shall not restrict or limit the leave that may be substituted or impose any additional terms and conditions on the substitution of such leave that are more stringent for the employee than the terms and conditions set forth in this subchapter.''.

(d) NOTICE.—Section 6382(e) of such title, as amended by section 3(b)(2), is further amended by adding at the end the following new paragraph:

''(4) In any case in which an employee requests leave under paragraph (5) of subsection (a), the employee shall—

''(A) provide the employing agency with not less than 7 days' notice, or (if such notice is impracticable) such notice as is practicable, before the date the leave is to begin, of the employee's intention to take leave under such paragraph; and

''(B) in the case of leave to be taken under subsection (a)(5)(A)(ii), make a reasonable effort to schedule the activity or care involved so as not to disrupt unduly the operations of the employing agency, subject to the approval of the health care provider involved (if any).''.

(e) CERTIFICATION.—Section 6383(f) of such title is amended by striking ''paragraph (1)(E) or (3) of'' and inserting ''paragraph (1)(E), (3) or (5) of''.

SUBMITTED RESOLUTIONS

SENATE RESOLUTION 456—RECOGNIZING AND CELEBRATING THE 200TH ANNIVERSARY OF THE ENTRY OF ALABAMA INTO THE UNION AS THE 22D STATE

Mr. SHELBY (for himself and Mr. JONES) submitted the following resolution; which was considered and agreed to:

S. RES. 456

Whereas Congress created the Alabama Territory from the eastern half of the Mississippi Territory on March 3, 1817;

Whereas by 1819, the birth and growth of cities, towns, and communities in the Alabama Territory ensured that the population of the Alabama Territory had developed sufficiently to achieve the minimum number of inhabitants required by Congress to qualify for statehood;

Whereas Congress and President James Monroe approved statehood for the Alabama Territory on December 14, 1819, making Alabama the 22d State of the United States;

Whereas December 14, 2019, marks the 200th anniversary of the attainment of statehood by Alabama; and

Whereas that bicentennial is a monumental occasion to celebrate and commemorate the achievements of the great State of Alabama: Now, therefore, be it

Resolved, That the Senate recognizes and celebrates the 200th anniversary of the entry of Alabama into the Union as the 22d State.

-SUBFORMAT:

AMENDMENTS SUBMITTED AND PROPOSED

SA 1258. Mr. MCCONNELL proposed an amendment to the bill H.R. 1865, to require the Secretary of the Treasury to mint a coin in commemoration of the opening of the National Law Enforcement Museum in the District of Columbia, and for other purposes.

SA 1259. Mr. MCCONNELL proposed an amendment to amendment SA 1258 proposed by Mr. MCCONNELL to the bill H.R. 1865, supra.

SA 1260. Mr. MCCONNELL proposed an amendment to the bill H.R. 1865, supra.

SA 1261. Mr. MCCONNELL proposed an amendment to amendment SA 1260 proposed by Mr. MCCONNELL to the bill H.R. 1865, supra.

SA 1262. Mr. MCCONNELL proposed an amendment to amendment SA 1261 proposed by Mr. MCCONNELL to the amendment SA 1260 proposed by Mr. MCCONNELL to the bill H.R. 1865, supra.

SA 1263. Mr. MCCONNELL proposed an amendment to the bill H.R. 1158, to authorize cyber incident response teams at the Department of Homeland Security, and for other purposes.

SA 1264. Mr. MCCONNELL proposed an amendment to amendment SA 1263 proposed by Mr. MCCONNELL to the bill H.R. 1158, supra.

SA 1265. Mr. MCCONNELL proposed an amendment to the bill H.R. 1158, supra.

SA 1266. Mr. MCCONNELL proposed an amendment to amendment SA 1265 proposed by Mr. MCCONNELL to the bill H.R. 1158, supra.

SA 1267. Mr. MCCONNELL proposed an amendment to amendment SA 1266 proposed by Mr. MCCONNELL to the amendment SA 1265 proposed by Mr. MCCONNELL to the bill H.R. 1158, supra.

TEXT OF AMENDMENTS

SA 1258. Mr. MCCONNELL proposed an amendment to the bill H.R. 1865, to require the Secretary of the Treasury to mint a coin in commemoration of the opening of the National Law Enforcement Museum in the District of Columbia, and for other purposes; as follows:

At the end add the following.

This act shall be effective 1 day after the enactment.''

SA 1259. Mr. MCCONNELL proposed an amendment to amendment SA 1258 proposed by Mr. MCCONNELL to the bill H.R. 1865, to require the Secretary