Executive Services positions, and for other purposes.

S. 398

At the request of Mr. COONS, the name of the Senator from Oregon (Mr. MERKLEY) was added as a cosponsor of S. 398, a bill to transfer and limit Executive Branch authority to suspend or restrict the entry of a class of aliens.

S.J. RES. 10

At the request of Mr. KAINE, the names of the Senator from Vermont (Mr. SANDERS) and the Senator from Rhode Island (Mr. REED) were added as cosponsors of S.J. Res. 10, a joint resolution terminating the national emergency declared with respect to energy.

STATEMENTS ON INTRODUCED BILLS AND JOINT RESOLUTIONS

By Mr. THUNE (for himself, Mr. BOOKER, Mr. ROUNDS, Mr. HEINRICH, Ms. LUMMIS, Mr. FETTERMAN, and Mr. HOEVEN):

S. 421. A bill to amend the Agricultural Marketing Act of 1946 to establish country of origin labeling requirements for beef, and for other purposes; to the Committee on Agriculture, Nutrition, and Forestry.

Mr. THUNE. 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. 421

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 ''American Beef Labeling Act of 2025''.

SEC. 2. COUNTRY OF ORIGIN LABELING FOR BEEF.

(a) DEFINITIONS.—Section 281 of the Agricultural Marketing Act of 1946 (7 U.S.C. 1638) is amended—

(1) by redesignating paragraphs (1) through (7) as paragraphs (2) through (8), respectively;

(2) by inserting before paragraph (2) (as so redesignated) the following:

''(1) BEEF.—The term 'beef' means meat produced from cattle (including veal).''; and

(3) in subparagraph (A) of paragraph (2) (as so redesignated)—

(A) in clause (i), by inserting '', beef,'' after ''lamb''; and

(B) in clause (ii), by inserting '', ground beef,'' after ''lamb''.

(b) NOTICE OF COUNTRY OF ORIGIN.—Section 282(a)(2) of the Agricultural Marketing Act of 1946 (7 U.S.C. 1638a(a)(2)) is amended—

(1) in the paragraph heading, by inserting ''BEEF,'' after ''FOR'';

(2) in each of subparagraphs (A) through (D), by inserting ''beef,'' before ''lamb'' each place it appears; and

(3) in subparagraph (E)—

(A) in the subparagraph heading, by inserting ''BEEF,'' after ''GROUND''; and

(B) by inserting ''ground beef,'' before ''ground lamb'' each place it appears.

(c) MEANS OF REINSTATING MCOOL FOR BEEF.—

(1) DETERMINATION OF MEANS.—Not later than 180 days after the date of enactment of this Act, the United States Trade Representative, in consultation with the Secretary of Agriculture, shall determine a means of reinstating mandatory country of origin labeling for beef in accordance with the amendments made by subsections (a) and (b) that is in compliance with all applicable rules of the World Trade Organization.

(2) IMPLEMENTATION OF MEANS.—Not later than 1 year after the date of enactment of this Act, the United States Trade Representative and the Secretary of Agriculture shall implement the means determined under paragraph (1).

(d) EFFECTIVE DATE.—The amendments made by subsections (a) and (b) take effect on the earlier of—

(1) the date on which the Secretary of Agriculture publishes a determination in the Federal Register that the means determined under paragraph (1) of subsection (c) have been implemented under paragraph (2) of that subsection; and

(2) the date that is 1 year after the date of enactment of this Act.

By Mr. BARRASSO (for himself, Mr. LANKFORD, Mr. CASSIDY, Mr. HOEVEN, Mr. JUSTICE, and Mr. SHEEHY):

S. 425. A bill to amend the Internal Revenue Code of 1986 to modify the carbon oxide sequestration credit to ensure parity for different uses and utilizations of qualified carbon oxide; to the Committee on Finance.

Mr. BARRASSO. 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. 425

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 ''Enhancing Energy Recovery Act''.

SEC. 2. PARITY FOR DIFFERENT USES AND UTILIZATIONS OF QUALIFIED CARBON OXIDE.

(a) IN GENERAL.—Section 45Q of the Internal Revenue Code of 1986 is amended—

(1) in subsection (a)—

(A) in paragraph (2)(B)(ii), by adding ''and'' at the end,

(B) in paragraph (3), by striking subparagraph (B) and inserting the following:

''(B)(i) disposed of by the taxpayer in secure geological storage and not used by the taxpayer as described in clause (ii) or (iii),

''(ii) used by the taxpayer as a tertiary injectant in a qualified enhanced oil or natural gas recovery project and disposed of by the taxpayer in secure geological storage, or

''(iii) utilized by the taxpayer in a manner described in subsection (f)(5).'', and

(C) by striking paragraph (4), and

(2) in subsection (b)—

(A) in paragraph (1)—

(i) by striking subparagraph (A) and inserting the following:

''(A) Except as provided in subparagraph (B) or (C), the applicable dollar amount shall be an amount equal to—

''(i) for any taxable year beginning in a calendar year after 2024 and before 2027, $17, and

''(ii) for any taxable year beginning in a calendar year after 2026, an amount equal to the product of $17 and the inflation adjustment factor for such calendar year determined under section 43(b)(3)(B) for such calendar year, determined by substituting '2025' for '1990'.'', and

(ii) in subparagraph (B), by striking ''shall be applied'' and all that follows through the period and inserting ''shall be applied by substituting '$36' for '$17' each place it appears.'',

(B) in paragraph (2)(B), by striking ''paragraphs (3)(A) and (4)(A)'' and inserting ''paragraph (3)(A)'', and

(C) in paragraph (3), by striking ''the dollar amounts applicable under paragraph (3) or (4)'' and inserting ''the dollar amount applicable under paragraph (3)'',

(3) in subsection (f)—

(A) in paragraph (5)(B)(i), by striking ''(4)(B)(ii)'' and inserting ''(3)(B)(iii)'', and

(B) in paragraph (9), by striking ''paragraphs (3) and (4) of subsection (a)'' and inserting ''subsection (a)(3)'', and

(4) in subsection (h)(3)(A)(ii), by striking ''paragraph (3)(A) or (4)(A) of subsection (a)'' and inserting ''subsection (a)(3)(A)''.

(b) CONFORMING AMENDMENT.—Section 6417(d)(3)(C)(i)(II)(bb) of the Internal Revenue Code of 1986 is amended by striking ''paragraph (3)(A) or (4)(A) of section 45Q(a)'' and inserting ''section 45Q(a)(3)(A)''.

(c) EFFECTIVE DATE.—The amendments made by this section shall apply to taxable years beginning after December 31, 2024.

By Mr. DURBIN (for himself, Mr. HICKENLOOPER, Mrs. GILLIBRAND, Mr. MERKLEY, Mr. BLUMENTHAL, Mr. WELCH, Ms. SMITH, Mrs. MURRAY, Mr. PADILLA, and Ms. DUCKWORTH):

S. 437. 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 grand children'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. 437

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 ''Caring for All Families 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 the Family and Medical Leave Act of 1993 (29 U.S.C. 2611) is amended by adding at the end the following:

''(20) ANY OTHER INDIVIDUAL WHOSE CLOSE ASSOCIATION IS THE EQUIVALENT OF A FAMILY RELATIONSHIP.—The term 'any other individual whose close association is the equivalent of a family relationship', used with respect to an employee or a covered servicemember, means any person with whom the employee or covered servicemember, as the case may be, 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 or a covered servicemember, means—

''(A) the person recognized as the domestic partner of the employee or covered servicemember 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 or covered servicemember, an unmarried adult person who is in a committed, personal relationship with the employee or covered servicemember, 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 or covered service member as the domestic partner of that employee or covered servicemember.

''(22) GRANDCHILD.—The term 'grandchild', used with respect to an employee or a covered servicemember, means the son or daughter of a son or daughter of the employee or covered service member.

''(23) GRANDPARENT.—The term 'grandparent', used with respect to an employee or a covered servicemember, means a parent of a parent of the employee or covered service member.

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

''(25) PARENT-IN-LAW.— The term 'parent-in-law', used with respect to an employee or a covered servicemember, means a parent of the spouse or domestic partner of the employee or covered service member.

''(26) SIBLING.—The term 'sibling', used with respect to an employee or a covered servicemember, means any person who is a son or daughter of parent of the employee or covered service member (other than the employee or covered servicemember).

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

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

(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 or daughter-in-law, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual whose close association is the equivalent of a family relationship with the employee, if such spouse, domestic partner, son or daughter, son-in-law or 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 or daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual 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 or 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 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 or 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 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 or daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual 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 or 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 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 or 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 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 or 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 or 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 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 or 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 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 or 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 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 WHOSE CLOSE ASSOCIATION IS THE EQUIVALENT OF A FAMILY RELATIONSHIP.—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 whose close association is the equivalent of a family relationship', used with respect to an employee or a covered servicemember, means any person with whom the employee or covered servicemember, as the case may be, 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 or a covered servicemember, means—

''(A) the person recognized as the domestic partner of the employee or covered servicemember 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 or covered servicemember, an unmarried adult person who is in a committed, personal relationship with the employee or covered servicemember, 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 employing agency by such employee or covered service member as the domestic partner of that employee or covered servicemember;

''(15) the term 'grandchild', used with respect to an employee or a covered servicemember, means the son or daughter of a son or daughter of the employee or covered service member;

''(16) the term 'grandparent', used with respect to an employee or a covered servicemember, means a parent of a parent of the employee or covered service member;

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

''(18) the term 'parent-in-law', used with respect to an employee or a covered servicemember, means a parent of the spouse or domestic partner of the employee or covered service member;

''(19) the term 'sibling', used with respect to an employee or a covered servicemember, means any person who is a son or daughter of parent of the employee or covered service member (other than the employee or covered servicemember);

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

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

(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 or daughter-in-law, parent, parent-in-law, grandparent, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual whose close association with the employee is the equivalent of a family relationship, if such spouse, domestic partner, son or daughter, son-in-law or 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 or daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual 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 or 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 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 or 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 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 or daughter-in-law, parent, parent-in-law, grandchild, sibling, uncle or aunt, or nephew or niece of the employee, or any other individual 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 or 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 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 or 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 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 or 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 domestic partner, or grandchild of the employee) or attend to the care needs of an elderly individual who is any other individual whose close association is the equivalent of a family relationship with the employee (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 domestic partner, or grandchild of the employee) or to attend to the care needs of an elderly individual who is any other individual whose close association is the equivalent of a family relationship with the employee (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 by adding at the end the following:

''(3) An employee may elect 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. If the employee elects 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 57—AUTHORIZING EXPENDITURES BY THE COMMITTEE ON AGRICULTURE, NUTRITION, AND FORESTRY

Mr. BOOZMAN submitted the following resolution; from the Committee on Agriculture, Nutrition, and Forestry which was referred to the Committee on Rules and Administration:

S. RES. 57

Resolved,

SECTION 1. GENERAL AUTHORITY.

In carrying out its powers, duties, and functions under the Standing Rules of the Senate, in accordance with its jurisdiction under rule XXV of the Standing Rules of the Senate, including holding hearings, reporting such hearings, and making investigations as authorized by paragraphs 1 and 8 of rule XXVI of the Standing Rules of the Senate, the Committee on Agriculture, Nutrition, and Forestry (in this resolution referred to as the ''committee'') is authorized from March 1, 2025, through February 28, 2027, in its discretion, to—

(1) make expenditures from the contingent fund of the Senate;

(2) employ personnel; and

(3) with the prior consent of the Government department or agency concerned and the Committee on Rules and Administration, use on a reimbursable or nonreimbursable basis the services of personnel of any such department or agency.

SEC. 2. EXPENSES.

(a) EXPENSES FOR PERIOD ENDING SEPTEMBER 30, 2025.—The expenses of the committee for the period March 1, 2025, through September 30, 2025, under this resolution shall not exceed $4,464,935, of which amount—

(1) not to exceed $200,000 may be expended for the procurement of the services of individual consultants, or organizations thereof (as authorized by section 202(i) of the Legislative Reorganization Act of 1946 (2 U.S.C. 4301(i))); and

(2) not to exceed $40,000 may be expended for the training of the professional staff of the committee (under procedures specified by section 202(j) of that Act).

(b) EXPENSES FOR FISCAL YEAR 2026 PERIOD.—The expenses of the committee for the period October 1, 2025, through September 30, 2026, under this resolution shall not exceed $7,654,174, of which amount—

(1) not to exceed $200,000 may be expended for the procurement of the services of individual consultants, or organizations thereof (as authorized by section 202(i) of the Legislative Reorganization Act of 1946 (2 U.S.C. 4301(i))); and

(2) not to exceed $40,000 may be expended for the training of the professional staff of the committee (under procedures specified by section 202(j) of that Act).

(c) EXPENSES FOR PERIOD ENDING FEBRUARY 28, 2027.—The expenses of the committee for the period October 1, 2026, through February 28, 2027, under this resolution shall not exceed $3,189,239, of which amount—

(1) not to exceed $200,000 may be expended for the procurement of the services of individual consultants, or organizations thereof (as authorized by section 202(i) of the Legislative Reorganization Act of 1946 (2 U.S.C. 4301(i))); and

(2) not to exceed $40,000 may be expended for the training of the professional staff of the committee (under procedures specified by section 202(j) of that Act).

SEC. 3. EXPENSES AND AGENCY CONTRIBUTIONS.

(a) EXPENSES OF THE COMMITTEE.—

(1) IN GENERAL.—Except as provided in paragraph (2), expenses of the committee under this resolution shall be paid from the contingent fund of the Senate upon vouchers approved by the chairman of the committee.

(2) VOUCHERS NOT REQUIRED.—Vouchers shall not be required for—

(A) the disbursement of salaries of employees paid at an annual rate;

(B) the payment of telecommunications provided by the Office of the Sergeant at Arms and Doorkeeper;

(C) the payment of stationery supplies purchased through the Keeper of the Stationery;

(D) payments to the Postmaster of the Senate;

(E) the payment of metered charges on copying equipment provided by the Office of the Sergeant at Arms and Doorkeeper;

(F) the payment of Senate Recording and Photographic Services; or

(G) the payment of franked and mass mail costs by the Sergeant at Arms and Doorkeeper.

(b) AGENCY CONTRIBUTIONS.—There are authorized to be paid from the appropriations account for ''Expenses of Inquiries and Investigations'' of the Senate such sums as may be necessary for agency contributions related to the compensation of employees of the committee—

(1) for the period March 1, 2025, through September 30, 2025;

(2) for the period October 1, 2025, through September 30, 2026; and

(3) for the period October 1, 2026, through February 28, 2027.

SENATE RESOLUTION 58—AUTHORIZING EXPENDITURES BY THE COMMITTEE ON BANKING, HOUSING, AND URBAN AFFAIRS

Mr. SCOTT of South Carolina submitted the following resolution; from the Committee on Banking, Housing,