

111<sup>TH</sup> CONGRESS  
1<sup>ST</sup> SESSION

# H. R. 389

To amend the Family and Medical Leave Act of 1993 to eliminate an hours of service requirement for benefits under that Act.

---

## IN THE HOUSE OF REPRESENTATIVES

JANUARY 9, 2009

Ms. BALDWIN (for herself, Mrs. MALONEY, Mr. FRANK of Massachusetts, Mrs. CAPPS, Ms. MOORE of Wisconsin, Mr. KUCINICH, Mr. HASTINGS of Florida, Mr. LEWIS of Georgia, Mr. KILDEE, and Mr. COHEN) introduced the following bill; which was referred to the Committee on Education and Labor, and in addition to the Committees on Oversight and Government Reform and House Administration, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

---

## A BILL

To amend the Family and Medical Leave Act of 1993 to eliminate an hours of service requirement for benefits under that Act.

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 Fairness Act  
5 of 2009”.

1 **SEC. 2. ELIMINATION OF HOURS OF SERVICE REQUIRE-**  
2 **MENT.**

3 Section 101(2)(A) of the Family and Medical Leave  
4 Act of 1993 (29 U.S.C. 2611(2)(A)) is amended to read  
5 as follows:

6 “(A) IN GENERAL.—The term ‘eligible em-  
7 ployee’ means an employee who has been em-  
8 ployed, either as a full-time or part-time em-  
9 ployee, for at least 12 months by the employer  
10 with respect to whom leave is requested under  
11 section 102.”.

○