

118TH CONGRESS
1ST SESSION

H. R. 694

To amend the Family and Medical Leave Act to expand employees eligible for leave and employers subject to leave requirements, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 1, 2023

Ms. UNDERWOOD (for herself, Ms. DELAURO, Ms. TLAIB, Ms. JACKSON LEE, Ms. VELÁZQUEZ, Ms. NORTON, Mrs. BEATTY, Mr. NADLER, Ms. LOIS FRANKEL of Florida, Ms. SCANLON, Mr. CARSON, Mr. SCHIFF, Ms. PORTER, Mrs. MCBATH, Mr. LIEU, Mr. DAVIS of Illinois, Mr. ALLRED, Ms. BONAMICI, Mr. GRIJALVA, Ms. WILLIAMS of Georgia, Mr. SMITH of Washington, Mr. LYNCH, Mr. RASKIN, Mr. EVANS, Ms. TOKUDA, Ms. JAYAPAL, Mr. LANDSMAN, Ms. WILD, Mr. MCGOVERN, Mrs. FOUSHEE, Mr. LEVIN, Mrs. CHERFILUS-MCCORMICK, Ms. KAMLAGER-DOVE, Ms. STEVENS, Ms. MCCOLLUM, Ms. TITUS, Mrs. HAYES, Ms. WILSON of Florida, Mr. CARTER of Louisiana, Ms. JACOBS, Ms. BARRAGÁN, Mr. TAKANO, Ms. CLARKE of New York, Ms. SCHAKOWSKY, Ms. LEE of California, Mr. CICILLINE, Mr. GOMEZ, Ms. CHU, Ms. PRESSLEY, Mr. CASTEN, Mr. LARSON of Connecticut, Mr. COHEN, Mr. BEYER, Ms. MANNING, Mrs. DINGELL, Mr. DESAULNIER, Ms. CASTOR of Florida, and Mr. MFUME) introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committees on House Administration, and Oversight and Accountability, 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 to expand employees eligible for leave and employers subject to leave requirements, 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 “Job Protection Act”.

5 **SEC. 2. EXPANSION OF EMPLOYEES ELIGIBLE FOR FAMILY**
6 **AND MEDICAL LEAVE.**

7 (a) IN GENERAL.—Section 101(2) of the Family and
8 Medical Leave Act of 1993 (29 U.S.C. 2611(2)) is amend-
9 ed—

10 (1) in subparagraph (A), by striking “em-
11 ployed—” and all that follows through the end of
12 the subparagraph and inserting “employed for at
13 least 90 days by the employer with respect to whom
14 leave is requested under section 102.”;

15 (2) in subparagraph (B), by striking “does not
16 include—” and all that follows through the end of
17 the subparagraph and inserting “does not include
18 any Federal officer or employee covered under sub-
19 chapter V of chapter 63 of title 5, United States
20 Code (as added by title II of this Act).”;

21 (3) by striking subparagraphs (C) and (D); and

22 (4) by redesignating subparagraph (E) as sub-
23 paragraph (C).

24 (b) FEDERAL EMPLOYEES.—

1 (1) IN GENERAL.—Title 5, United States Code,
2 is amended—

3 (A) in section 6381(1)(B), by striking “12
4 months” and inserting “90 days”; and

5 (B) in section 6382(d)(2)(E), by striking
6 “12 months” and inserting “90 days”.

7 (2) PRESIDENTIAL EMPLOYEES.—Section
8 412(a)(2)(B) of title 3, United States Code, is
9 amended by striking “12 months and for at least
10 1,250 hours of employment during the previous 12
11 months” and inserting “90 days”.

12 (3) CONGRESSIONAL EMPLOYEES.—Section
13 202(a)(2)(B) of the Congressional Accountability
14 Act of 1995 (2 U.S.C. 1312(a)(2)(B)) is amended
15 by striking “12 months and for at least 1,250 hours
16 of employment during the previous 12 months” and
17 inserting “90 days”.

18 **SEC. 3. EXPANSION OF EMPLOYERS SUBJECT TO LEAVE RE-**

19 **QUIREMENTS.**

20 Section 101(4)(A)(i) of such Act (29 U.S.C.
21 2611(4)(A)(i)) is amended by striking “50 or more em-
22 ployees” and all that follows through the end of the clause
23 and inserting “1 or more employees;”.

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