

108TH CONGRESS  
1ST SESSION

# H. R. 1430

To amend the Family and Medical Leave Act of 1993 to permit leave to care for a domestic partner, parent-in-law, adult child, sibling, or grandparent if the domestic partner, parent-in-law, adult child, sibling, or grandparent has a serious health condition, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 25, 2003

Mrs. MALONEY (for herself, Mr. CROWLEY, Mr. NADLER, Mr. FROST, Mr. SERRANO, Mr. FRANK of Massachusetts, Mr. VAN HOLLEN, Mr. BERMAN, Ms. SCHAKOWSKY, Ms. NORTON, Mr. BISHOP of New York, Ms. MILLENDER-MCDONALD, Mrs. NAPOLITANO, Mr. McDERMOTT, Mr. OWENS, Mr. KUCINICH, Mr. TOWNS, Mr. DEUTSCH, and Ms. BALDWIN) introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committees on 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

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## A BILL

To amend the Family and Medical Leave Act of 1993 to permit leave to care for a domestic partner, parent-in-law, adult child, sibling, or grandparent if the domestic partner, parent-in-law, adult child, sibling, or grandparent has a serious health condition, 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,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Family and Medical  
3 Leave Inclusion Act”.

4 **SEC. 2. LEAVE TO CARE FOR A DOMESTIC PARTNER, PAR-**  
5 **ENT-IN-LAW, ADULT CHILD, SIBLING, OR**  
6 **GRANDPARENT.**

7 (a) LEAVE REQUIREMENT.—Section 102 of the Fam-  
8 ily and Medical Leave Act of 1993 (29 U.S.C. 2612) is  
9 amended as follows:

10 (1) In subsection (a)(1)(C), by striking “or par-  
11 ent” each place it occurs and inserting “domestic  
12 partner, parent-in-law, adult child, sibling, grand-  
13 parent, or parent”.

14 (2) In subsection (e)(2)(A), by striking “or par-  
15 ent” and inserting “domestic partner, parent-in-law,  
16 adult child, sibling, grandparent, or parent”.

17 (b) CERTIFICATION.—Section 103 of the Family and  
18 Medical Leave Act of 1993 (29 U.S.C. 2613(a)) is amend-  
19 ed as follows:

20 (1) In subsection (a), by striking “or parent”  
21 and inserting “domestic partner, parent-in-law, adult  
22 child, sibling, grandparent, or parent”.

23 (2) In subsection (b)(4)(A), is amended by  
24 striking “or parent” and inserting “domestic part-  
25 ner, parent-in-law, adult child, sibling, grandparent,  
26 or parent”.

1           (3) In subsection (b)(7), is amended by striking  
2           “parent” and inserting “domestic partner, parent-in-  
3           law, adult child, sibling, grandparent, parent”.

4           (c) EMPLOYMENT AND BENEFITS PROTECTION.—  
5           Section 104(c)(3) of the Family and Medical Leave Act  
6           of 1993 (29 U.S.C. 2614(c)(3)) is amended as follows:

7           (1) In subparagraph (A)(i), by striking “or par-  
8           ent” and inserting “domestic partner, parent-in-law,  
9           adult child, sibling, grandparent, or parent”.

10          (2) In subparagraph (C)(ii), by striking “or  
11          parent” and inserting “domestic partner, parent-in-  
12          law, adult child, sibling, grandparent, or parent”.

13       **SEC. 2. FEDERAL EMPLOYEES.**

14          (a) LEAVE REQUIREMENT.—Section 6382 of title 5,  
15          United States Code, is amended as follows:

16          (1) In subsection (a)(1)(C), by striking “or par-  
17          ent” each place it occurs and inserting “domestic  
18          partner, parent-in-law, adult child, sibling, grand-  
19          parent, or parent”.

20          (2) In subsection (e)(2)(A), by striking “or par-  
21          ent” and inserting “domestic partner, parent-in-law,  
22          adult child, sibling, grandparent, or parent”.

23          (b) CERTIFICATION.—Section 6383 of title 5, United  
24          States Code, is amended as follows:

1           (1) In subsection (a), by striking “or parent”  
2           and inserting “domestic partner, parent-in-law, adult  
3           child, sibling, grandparent, or parent”.

4           (2) In subsection (b)(4)(A), is amended by  
5           striking “or parent” and inserting “domestic part-  
6           ner, parent-in-law, adult child, sibling, grandparent,  
7           or parent”.

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