

119TH CONGRESS
1ST SESSION

H. R. 1035

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 5, 2025

Ms. UNDERWOOD (for herself, Ms. DELAURO, Ms. CHU, Ms. MENG, Mr. TAKANO, Ms. CASTOR of Florida, Ms. OCASIO-CORTEZ, Ms. BARRAGÁN, Mr. MAGAZINER, Mr. BEYER, Ms. PRESSLEY, Ms. MCBRIDE, Mr. DELUZIO, Mr. KENNEDY of New York, Mr. GOLDMAN of New York, Ms. TITUS, Mr. DESAULNIER, Ms. BONAMICI, Mrs. MCBATH, Mr. NADLER, Ms. JAYAPAL, Ms. MCCOLLUM, Mr. GOMEZ, Ms. SÁNCHEZ, Ms. TOKUDA, Mrs. CHERFILUS-McCORMICK, Mr. CLEAVER, Mrs. DINGELL, Mr. MCGOVERN, Ms. STANSBURY, Mr. CASAR, Mr. CASTEN, Mr. MOULTON, Mr. FROST, Mr. CARTER of Louisiana, Mr. MULLIN, Mr. MCGARVEY, Mr. KHANNA, Ms. STRICKLAND, Ms. KELLY of Illinois, Mr. CARSON, Mr. LYNCH, Ms. CLARKE of New York, Ms. ANSARI, Ms. TLAIB, Mr. DAVIS of North Carolina, Mr. THANEDAR, Mrs. HAYES, Ms. BROWN, Mrs. WATSON COLEMAN, and Ms. OMAR) introduced the following bill; which was referred to the Committee on Education and Workforce, and in addition to the Committees on House Administration, and Oversight and Government Reform, 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,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Job Protection Act”.

3 **SEC. 2. EXPANSION OF EMPLOYEES ELIGIBLE FOR FAMILY**
4 **AND MEDICAL LEAVE.**

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

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

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

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

20 (4) by redesignating subparagraph (E) as sub-
21 paragraph (C).

22 (b) FEDERAL EMPLOYEES.—

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

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

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

3 (2) PRESIDENTIAL EMPLOYEES.—Section
4 412(a)(2)(B) of title 3, United States Code, is
5 amended by striking “12 months and for at least
6 1,250 hours of employment during the previous 12
7 months” and inserting “90 days”.

8 (3) CONGRESSIONAL EMPLOYEES.—Section
9 202(a)(2)(B) of the Congressional Accountability
10 Act of 1995 (2 U.S.C. 1312(a)(2)(B)) is amended
11 by striking “12 months and for at least 1,250 hours
12 of employment during the previous 12 months” and
13 inserting “90 days”.

14 **SEC. 3. EXPANSION OF EMPLOYERS SUBJECT TO LEAVE RE-**
15 **QUIREMENTS.**

16 Section 101(4)(A)(i) of such Act (29 U.S.C.
17 2611(4)(A)(i)) is amended by striking “50 or more em-
18 ployees” and all that follows through the end of the clause
19 and inserting “1 or more employees;”.

○