

109TH CONGRESS
2^D SESSION

H. R. 5625

To amend the Family and Medical Leave Act of 1993 to expand the scope of the Act, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JUNE 15, 2006

Mrs. MALONEY 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

A BILL

To amend the Family and Medical Leave Act of 1993 to expand the scope of the Act, 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; TABLE OF CONTENTS.**

4 (a) SHORT TITLE.—This Act may be cited as the
5 “Family and Medical Leave Expansion Act”.

6 (b) TABLE OF CONTENTS.—The table of contents of
7 this Act is as follows:

- Sec. 1. Short title; table of contents.
- Sec. 2. Findings.

TITLE I—FAMILY INCOME TO RESPOND TO SIGNIFICANT
TRANSITIONS

- Sec. 101. Short title.
- Sec. 102. Purposes.
- Sec. 103. Definitions.
- Sec. 104. Grant projects.
- Sec. 105. Notification.
- Sec. 106. Evaluations and reports.
- Sec. 107. Authorization of appropriations.
- Sec. 108. Technical and conforming amendments.

TITLE II—FAMILY FRIENDLY WORKPLACES

- Sec. 201. Short title.
- Sec. 202. Coverage of employees.

TITLE III—EMPLOYMENT PROTECTION FOR BATTERED WOMEN

- Sec. 301. Entitlement to Leave for addressing domestic violence for non-federal employees.
- Sec. 302. Entitlement to Leave for addressing domestic violence for Federal employees.
- Sec. 303. Existing Leave usable for domestic violence.

TITLE IV—FEDERAL EMPLOYEES PAID PARENTAL LEAVE

- Sec. 401. Short title.
- Sec. 402. Grant project.
- Sec. 403. Technical and conforming amendments.
- Sec. 404. Effective date.

TITLE V—TIME FOR SCHOOLS

- Sec. 501. Short title.
- Sec. 502. General requirements for Leave.
- Sec. 503. School involvement Leave for civil service employees.
- Sec. 504. Effective date.

1 SEC. 2. FINDINGS.

2 Congress makes the following findings:

3 (1) Since the enactment of the Family and
4 Medical Leave Act of 1993 (29 U.S.C. 2601 et seq.),
5 more than 50,000,000 Americans have taken leave
6 for family or medical reasons.

7 (2) Of those taking leave under the Family and
8 Medical Leave Act of 1993, 52 percent took the
9 leave for their own serious health conditions, and 26

1 percent took the leave to care for a new child or for
2 maternity disability reasons.

3 (3) While the leave provided by the Family and
4 Medical Leave Act of 1993 has proven to be a crit-
5 ical resource for millions of Americans, too many
6 people are left behind because the Act provides only
7 unpaid leave.

8 (4) According to a 2000 Department of Labor
9 survey—

10 (A) 3,500,000 Americans needed family
11 and medical leave but could not afford to take
12 time off without pay;

13 (B) nearly four-fifths (78 percent) of those
14 surveyed who needed the leave but did not take
15 it said they could not afford unpaid leave;

16 (C) 9 percent of those taking family and
17 medical leave and receiving less than full pay
18 during their longest period of the leave had to
19 go on public assistance to cover their lost
20 wages; and

21 (D) 73 percent of those taking family and
22 medical leave had incomes above \$30,000.

23 (5) Decades ago, only a tiny fraction of mothers
24 with infants under age 1 were in the workforce. In

1 2004, about 55 percent of mothers with infants
2 under age 1 were in the workforce.

3 (6) Worldwide, 128 countries of the 172 re-
4 sponding to an International Social Security Asso-
5 ciation survey in 1999 provided at least some paid
6 and job protected maternity leave, and, on average,
7 provided 16 weeks of basic paid maternity leave. In
8 some countries, paid maternity leave is mandatory
9 and in others it is voluntary.

10 (7) A European Union directive mandating 14
11 weeks of paid maternity leave was adopted as a
12 health and safety measure in 1992.

13 (8) Among the 29 Organization for Economic
14 Cooperation and Development (OECD) countries,
15 the most advanced industrialized countries, the aver-
16 age period of childbirth-related leave (including ma-
17 ternity, paternity, and parental leaves) is 44 weeks
18 (10 months) with additional time provided in some
19 countries for leave to care for a sick child. In those
20 countries, the average duration of paid childbirth-re-
21 lated leave is 36 weeks.

22 (9) In more than half of the OECD countries
23 (16 countries), the cash benefit provided while on
24 the paid childbirth-related leave replaces between 70
25 and 100 percent of prior wages.

1 (10) Among the OECD countries, adoptive
2 mothers and adoptive parents are increasingly eligi-
3 ble for the paid childbirth-related leave.

4 **TITLE I—FAMILY INCOME TO RE-**
5 **SPOND TO SIGNIFICANT**
6 **TRANSITIONS**

7 **SEC. 101. SHORT TITLE.**

8 This title may be cited as the “Family Income to Re-
9 spond to Significant Transitions Insurance Act”.

10 **SEC. 102. PURPOSES.**

11 The purposes of this title are—

12 (1) to establish a grant program that supports
13 the efforts of States and political subdivisions to
14 provide partial or full wage replacement, often re-
15 ferred to as FIRST insurance, to new parents so
16 that the new parents are able to spend time with a
17 new infant or newly adopted child, and to other em-
18 ployees; and

19 (2) to learn about the most effective mecha-
20 nisms for providing the wage replacement assistance.

21 **SEC. 103. DEFINITIONS.**

22 In this title:

23 (1) EMPLOYER; SON OR DAUGHTER; STATE.—

24 The terms “employer”, “son or daughter”, and
25 “State” have the meanings given the terms in sec-

1 tion 101 of the Family and Medical Leave Act of
2 1993 (29 U.S.C. 2611).

3 (2) SECRETARY.—The term “Secretary” means
4 the Secretary of Labor, acting after consultation
5 with the Secretary of Health and Human Services.

6 **SEC. 104. GRANT PROJECTS.**

7 (a) GRANTS.—

8 (1) IN GENERAL.—The Secretary shall make
9 grants to eligible entities to pay for the Federal
10 share of the cost of carrying out projects that assist
11 families by providing, through various mechanisms,
12 wage replacement for eligible individuals who are re-
13 sponding to—

14 (A) caregiving needs resulting from the
15 birth or adoption of a son or daughter; or

16 (B) other family caregiving needs.

17 (2) PERIODS.—The Secretary shall make the
18 grants for periods of 5 years.

19 (b) ELIGIBLE ENTITIES.—To be eligible to receive a
20 grant under this section, an entity shall be a State or polit-
21 ical subdivision of a State.

22 (c) USE OF FUNDS.—

23 (1) IN GENERAL.—An entity that receives a
24 grant under this section may use the funds made
25 available through the grant to provide partial or full

1 wage replacement as described in subsection (a) to
2 eligible individuals—

3 (A) directly;

4 (B) through an insurance program, such
5 as a State temporary disability insurance pro-
6 gram or the State unemployment compensation
7 benefit program;

8 (C) through a private disability or other
9 insurance plan, or another mechanism provided
10 by a private employer; or

11 (D) through another mechanism.

12 (2) PERIOD.—In carrying out a project under
13 this section, the entity shall provide partial or full
14 wage replacement to eligible individuals for not less
15 than 6 weeks during a period of leave, or an absence
16 from employment, described in subsection (d)(2),
17 during any 12-month period. Wage replacement
18 available to an individual under this paragraph shall
19 be in addition to any compensation from annual or
20 sick leave that the individual may elect to use during
21 a period of leave, or an absence from employment,
22 described in subsection (d)(2), during any 12-month
23 period.

24 (3) ADMINISTRATIVE COSTS.—No entity may
25 use more than 10 percent of the total funds made

1 available through the grant during the 5-year period
2 of the grant to pay for the administrative costs re-
3 lating to a project described in subsection (a).

4 (d) ELIGIBLE INDIVIDUALS.—To be eligible to re-
5 ceive wage replacement under subsection (a), an individual
6 shall—

7 (1) meet such eligibility criteria as the eligible
8 entity providing the wage replacement may specify
9 in an application described in subsection (e); and

10 (2) be—

11 (A) an individual who is taking leave,
12 under the Family and Medical Leave Act of
13 1993 (29 U.S.C. 2601 et seq.), other Federal,
14 State, or local law, or a private plan, for a rea-
15 son described in subparagraph (A) or (B) of
16 section 102(a)(1) of the Family and Medical
17 Leave Act of 1993 (29 U.S.C. 2612(a)(1));

18 (B) at the option of the eligible entity, an
19 individual who—

20 (i) is taking leave, under that Act,
21 other Federal, State, or local law, or a pri-
22 vate plan, for a reason described in sub-
23 paragraph (C), (D), (E), or (F) of section
24 102(a)(1) of the Family and Medical

1 Leave Act of 1993 (29 U.S.C. 2612(a)(1));

2 or

3 (ii) leaves employment, and has an ab-
4 sence from employment, because the indi-
5 vidual has elected to care for a son or
6 daughter under age 1; or

7 (C) at the option of the eligible entity, an
8 individual who has an absence from employ-
9 ment and has other characteristics specified by
10 the eligible entity in an application described in
11 subsection (e).

12 (e) APPLICATION.—To be eligible to receive a grant
13 under this section, an entity shall submit an application
14 to the Secretary, at such time, in such manner, and con-
15 taining such information as the Secretary may require, in-
16 cluding, at a minimum—

17 (1) a plan for the project to be carried out with
18 the grant;

19 (2) information demonstrating that the appli-
20 cant consulted representatives of employers and em-
21 ployees, including labor organizations, in developing
22 the plan;

23 (3) estimates of the costs and benefits of the
24 project;

1 (4)(A) information on the number and type of
2 families to be covered by the project, and the extent
3 of such coverage in the area served under the grant;
4 and

5 (B) information on any criteria or characteris-
6 tics that the entity will use to determine whether an
7 individual is eligible for wage replacement under
8 subsection (a), as described in paragraphs (1) and
9 (2)(C) of subsection (d);

10 (5) if the project will expand on State and pri-
11 vate systems of wage replacement for eligible indi-
12 viduals, information on the manner in which the
13 project will expand on the systems;

14 (6) information demonstrating the manner in
15 which the wage replacement assistance provided
16 through the project will assist families in which an
17 individual takes leave or is absent from employment
18 as described in subsection (d)(2); and

19 (7) an assurance that the applicant will partici-
20 pate in efforts to evaluate the effectiveness of the
21 project.

22 (f) SELECTION CRITERIA.—In selecting entities to re-
23 ceive grants for projects under this section, the Secretary
24 shall—

25 (1) take into consideration—

1 (A) the scope of the proposed projects;

2 (B) the cost-effectiveness, feasibility, and
3 financial soundness of the proposed projects;

4 (C) the extent to which the proposed
5 projects would expand access to wage replace-
6 ment in response to family caregiving needs,
7 particularly for low-wage employees, in the area
8 served by the grant; and

9 (D) the benefits that would be offered to
10 families and children through the proposed
11 projects; and

12 (2) to the extent feasible, select entities pro-
13 posing projects that utilize diverse mechanisms, in-
14 cluding expansion of State unemployment compensa-
15 tion benefit programs, and establishment or expan-
16 sion of State temporary disability insurance pro-
17 grams, to provide the wage replacement.

18 (g) FEDERAL SHARE.—

19 (1) IN GENERAL.—The Federal share of the
20 cost described in subsection (a) shall be—

21 (A) 50 percent for the first year of the
22 grant period;

23 (B) 40 percent for the second year of that
24 period;

1 (C) 30 percent for the third year of that
2 period; and

3 (D) 20 percent for each subsequent year.

4 (2) NON-FEDERAL SHARE.—The non-Federal
5 share of the cost may be in cash or in kind, fairly
6 evaluated, including plant, equipment, and services
7 and may be provided from State, local, or private
8 sources, or Federal sources other than this title.

9 (h) SUPPLEMENT NOT SUPPLANT.—Funds appro-
10 priated pursuant to the authority of this title shall be used
11 to supplement and not supplant other Federal, State, and
12 local public funds and private funds expended to provide
13 wage replacement.

14 (i) EFFECT ON EXISTING RIGHTS.—Nothing in this
15 title shall be construed to supersede, preempt, or otherwise
16 infringe on the provisions of any collective bargaining
17 agreement or any employment benefit program or plan
18 that provides greater rights to employees than the rights
19 established under this title.

20 **SEC. 105. NOTIFICATION.**

21 An eligible entity that provides partial or full wage
22 replacement to an eligible individual under this title shall
23 notify (in a form and manner prescribed by the Sec-
24 retary)—

1 (1) the employer of the individual of the
2 amount of the wage replacement provided; and

3 (2) the individual and the employer of the indi-
4 vidual that the employer shall count an appropriate
5 period of leave, calculated under section 102(g) of
6 the Family and Medical Leave Act of 1993 (29
7 U.S.C. 2612(g)), as added by section 108, against
8 the total amount of leave (if any) to which the em-
9 ployee is entitled under section 102(a)(1) of that Act
10 (29 U.S.C. 2612(a)(1)).

11 **SEC. 106. EVALUATIONS AND REPORTS.**

12 (a) AVAILABLE FUNDS.—The Secretary shall use not
13 more than 2 percent of the funds made available under
14 section 107 to carry out this section.

15 (b) EVALUATIONS.—The Secretary shall, directly or
16 by contract, evaluate the effectiveness of projects carried
17 out with grants made under section 104, including con-
18 ducting—

19 (1) research relating to the projects, including
20 research comparing—

21 (A) the scope of the projects, including the
22 type of insurance or other wage replacement
23 mechanism used, the method of financing used,
24 the eligibility requirements, the level of the
25 wage replacement benefit provided (such as the

1 percentage of salary replaced), and the length
2 of the benefit provided, for the projects;

3 (B) the utilization of the projects, includ-
4 ing the characteristics of individuals who ben-
5 efit from the projects, particularly low-wage
6 workers, and factors that determine the ability
7 of eligible individuals to obtain wage replace-
8 ment through the projects; and

9 (C) the costs of and savings achieved by
10 the projects, including the cost-effectiveness of
11 the projects and their benefits for children and
12 families;

13 (2) analysis of the overall need for wage re-
14 placement; and

15 (3) analysis of the impact of the projects on the
16 overall availability of wage replacement.

17 (c) REPORTS.—

18 (1) INITIAL REPORT.—Not later than 3 years
19 after the beginning of the grant period for the first
20 grant made under section 104, the Secretary shall
21 prepare and submit to Congress a report that con-
22 tains information resulting from the evaluations con-
23 ducted under subsection (b).

24 (2) SUBSEQUENT REPORTS.—Not later than 4
25 years after the beginning of that grant period, and

1 annually thereafter, the Secretary shall prepare and
2 submit to Congress a report that contains—

3 (A) information resulting from the evalua-
4 tions conducted under subsection (b); and

5 (B) usage data for the grant projects, for
6 the most recent year for which the data are
7 available.

8 **SEC. 107. AUTHORIZATION OF APPROPRIATIONS.**

9 There are authorized to be appropriated to carry out
10 this title \$400,000,000 for fiscal year 2007 and such sums
11 as may be necessary for each subsequent fiscal year.

12 **SEC. 108. TECHNICAL AND CONFORMING AMENDMENTS.**

13 (a) IN GENERAL.—Section 102 of the Family and
14 Medical Leave Act of 1993 (29 U.S.C. 2612) is amended
15 by adding at the end the following:

16 “(g) RELATIONSHIP TO FIRST INSURANCE.—

17 “(1) FULL WAGE REPLACEMENT.—If an eligible
18 entity provides full wage replacement to an employee
19 for a period under title I of the Family and Medical
20 Leave Expansion Act, the employee’s employer shall
21 count an amount of leave, equal to that period,
22 against the total amount of leave (if any) to which
23 the employee is entitled under subsection (a)(1).

24 “(2) PARTIAL WAGE REPLACEMENT.—If an eli-
25 gible entity provides partial wage replacement to an

1 employee for a period under title I of the Family
2 and Medical Leave Expansion Act, the employee’s
3 employer shall—

4 “(A) total the amount of partial wage re-
5 placement provided for that period;

6 “(B) convert the total into a corresponding
7 amount of full wage replacement provided for a
8 proportionately reduced period; and

9 “(C) count an amount of leave, equal to
10 the period described in subparagraph (B),
11 against the total amount of leave (if any) to
12 which the employee is entitled under subsection
13 (a)(1).”.

14 (b) TECHNICAL AND CONFORMING AMENDMENTS.—
15 Section 102(d)(2) of the Family and Medical Leave Act
16 of 1993 (29 U.S.C. 2612(d)(2)) is amended by striking
17 “for leave” each place it appears and inserting “for any
18 unpaid leave”.

19 **TITLE II—FAMILY FRIENDLY** 20 **WORKPLACES**

21 **SEC. 201. SHORT TITLE.**

22 This title may be cited as the “Family and Medical
23 Leave Fairness Act of 2005”.

1 **SEC. 202. COVERAGE OF EMPLOYEES.**

2 Paragraphs (2)(B)(ii) and (4)(A)(i) of section 101 of
 3 the Family and Medical Leave Act of 1993 (29 U.S.C.
 4 2611(2)(B)(ii) and (4)(A)(i)) are amended by striking
 5 “50” each place it appears and inserting “25”.

6 **TITLE III—EMPLOYMENT PRO-**
 7 **TECTION FOR BATTERED**
 8 **WOMEN**

9 **SEC. 301. ENTITLEMENT TO LEAVE FOR ADDRESSING DO-**
 10 **MESTIC VIOLENCE FOR NON-FEDERAL EM-**
 11 **PLOYEES.**

12 (a) DEFINITIONS.—Section 101 of the Family and
 13 Medical Leave Act of 1993 (29 U.S.C. 2611) is amended
 14 by adding at the end the following:

15 “(14) ADDRESSING DOMESTIC VIOLENCE AND
 16 ITS EFFECTS.—The term ‘addressing domestic vio-
 17 lence and its effects’ means—

18 “(A) being unable to attend or perform
 19 work due to an incident of domestic violence;

20 “(B) seeking medical attention for or re-
 21 covering from injuries caused by domestic vio-
 22 lence;

23 “(C) seeking legal assistance or remedies,
 24 including communicating with the police or an
 25 attorney, or participating in any legal pro-
 26 ceeding, related to domestic violence;

1 “(D) obtaining services from a domestic vi-
2 olence shelter or program or rape crisis center
3 as a result of domestic violence;

4 “(E) obtaining psychological counseling re-
5 lated to experiences of domestic violence;

6 “(F) participating in safety planning and
7 other actions to increase safety from future do-
8 mestic violence, including temporary or perma-
9 nent relocation; and

10 “(G) participating in any other activity ne-
11 cessitated by domestic violence that must be un-
12 dertaken during the hours of employment in-
13 volved.

14 “(15) DOMESTIC VIOLENCE.—The term ‘domes-
15 tic violence’ means domestic violence, and dating vio-
16 lence, as such terms are defined in section 2105 of
17 the Omnibus Crime Control and Safe Streets Act of
18 1968 (42 U.S.C. 3796hh-4).”.

19 (b) LEAVE REQUIREMENT.—Section 102 of the Fam-
20 ily and Medical Leave Act of 1993 (29 U.S.C. 2612) is
21 amended—

22 (1) in subsection (a)(1), by adding at the end
23 the following:

24 “(E) In order to care for the son, daugh-
25 ter, or parent of the employee, if such son,

1 daughter, or parent is addressing domestic vio-
2 lence and its effects.

3 “(F) Because the employee is addressing
4 domestic violence and its effects, which make
5 the employee unable to perform the functions of
6 the position of such employee.”;

7 (2) in subsection (b), by adding at the end the
8 following:

9 “(3) DOMESTIC VIOLENCE.—Leave under sub-
10 paragraph (E) or (F) of subsection (a)(1) may be
11 taken by an eligible employee intermittently or on a
12 reduced leave schedule. The taking of leave intermit-
13 tently or on a reduced leave schedule pursuant to
14 this paragraph shall not result in a reduction in the
15 total amount of leave to which the employee is enti-
16 tled under subsection (a) beyond the amount of leave
17 actually taken.”; and

18 (3) in subsection (d)(2)(B), by striking “(C) or
19 (D)” and inserting “(C), (D), (E), or (F)”.

20 (c) CERTIFICATION.—Section 103 of the Family and
21 Medical Leave Act of 1993 (29 U.S.C. 2613) is amend-
22 ed—

23 (1) in the title of the section, by inserting be-
24 fore the period the following: “; **CONFIDEN-**
25 **TIALITY**”; and

1 (2) by adding at the end the following:

2 “(f) DOMESTIC VIOLENCE.—In determining if an em-
3 ployee meets the requirements of subparagraph (E) or (F)
4 of section 102(a)(1), the employer of an employee may re-
5 quire the employee to provide—

6 “(1) a written statement describing the domes-
7 tic violence and its effects;

8 “(2) documentation of the domestic violence in-
9 volved, such as a police or court record, or docu-
10 mentation from a shelter worker, an employee of a
11 domestic violence program, an attorney, a member
12 of the clergy, or a medical or other professional,
13 from whom the employee has sought assistance in
14 addressing domestic violence and its effects; or

15 “(3) other corroborating evidence, such as a
16 statement from any other individual with knowledge
17 of the circumstances that provide the basis for the
18 claim of domestic violence, or physical evidence of
19 domestic violence, such as a photograph, torn or
20 bloody clothing, or any other damaged property.

21 “(g) CONFIDENTIALITY.—All evidence provided to
22 the employer under subsection (f) of domestic violence ex-
23 perience by an employee or the son, daughter, or parent
24 of an employee, including a statement of an employee, any
25 other documentation or corroborating evidence, and the

1 fact that an employee has requested leave for the purpose
2 of addressing, or caring for a son, daughter, or parent who
3 is addressing, domestic violence and its effects, shall be
4 retained in the strictest confidence by the employer, except
5 to the extent that disclosure is requested, or consented to,
6 by the employee for the purpose of—

7 “(1) protecting the safety of the employee or a
8 family member or co-worker of the employee; or

9 “(2) assisting in documenting domestic violence
10 for a court or agency.”.

11 (d) TABLE OF CONTENTS.—The table of contents in
12 section 1(b) of the Family and Medical Leave Act of 1993
13 (29 U.S.C. prec. 2601) is amended by striking the item
14 relating to section 103 and inserting the following:

“103. Certification; confidentiality.”.

15 **SEC. 302. ENTITLEMENT TO LEAVE FOR ADDRESSING DO-**
16 **MESTIC VIOLENCE FOR FEDERAL EMPLOY-**
17 **EES.**

18 (a) DEFINITIONS.—Section 6381 of title 5, United
19 States Code, is amended—

20 (1) at the end of paragraph (5), by striking
21 “and”;

22 (2) in paragraph (6), by striking the period and
23 inserting a semicolon; and

24 (3) by adding at the end the following:

1 “(7) the term ‘addressing domestic violence and
2 its effects’ has the meaning given the term in section
3 101 of the Family and Medical Leave Act of 1993
4 (29 U.S.C. 2611); and

5 “(8) the term ‘domestic violence’ means domes-
6 tic violence, and dating violence, as such terms are
7 defined in section 2105 of the Omnibus Crime Con-
8 trol and Safe Streets Act of 1968 (42 U.S.C.
9 3796hh-4).”.

10 (b) LEAVE REQUIREMENT.—Section 6382 of title 5,
11 United States Code, is amended—

12 (1) in subsection (a)(1), by adding at the end
13 the following:

14 “(E) In order to care for the son, daughter, or
15 parent of the employee, if such son, daughter, or
16 parent is addressing domestic violence and its ef-
17 fects.

18 “(F) Because the employee is addressing do-
19 mestic violence and its effects, which make the em-
20 ployee unable to perform the functions of the posi-
21 tion of such employee.”;

22 (2) in subsection (b), by adding at the end the
23 following:

24 “(3) DOMESTIC VIOLENCE.—Leave under sub-
25 paragraph (E) or (F) of subsection (a)(1) may be

1 taken by an employee intermittently or on a reduced
2 leave schedule. The taking of leave intermittently or
3 on a reduced leave schedule pursuant to this para-
4 graph shall not result in a reduction in the total
5 amount of leave to which the employee is entitled
6 under subsection (a) beyond the amount of leave ac-
7 tually taken.”; and

8 (3) in subsection (d), by striking “(C), or (D)”
9 and inserting “(C), (D), (E), or (F)”.

10 (c) CERTIFICATION.—Section 6383 of title 5, United
11 States Code, is amended—

12 (1) in the title of the section, by adding at the
13 end the following: “; **CONFIDENTIALITY**”; and

14 (2) by adding at the end the following:

15 “(f) In determining if an employee meets the require-
16 ments of subparagraph (E) or (F) of section 6382(a)(1),
17 the employing agency of an employee may require the em-
18 ployee to provide—

19 “(1) a written statement describing the domes-
20 tic violence and its effects;

21 “(2) documentation of the domestic violence in-
22 volved, such as a police or court record, or docu-
23 mentation from a shelter worker, an employee of a
24 domestic violence program, an attorney, a member
25 of the clergy, or a medical or other professional,

1 from whom the employee has sought assistance in
2 addressing domestic violence and its effects; or

3 “(3) other corroborating evidence, such as a
4 statement from any other individual with knowledge
5 of the circumstances that provide the basis for the
6 claim of domestic violence, or physical evidence of
7 domestic violence, such as a photograph, torn or
8 bloody clothing, or other damaged property.

9 “(g) All evidence provided to the employing agency
10 under subsection (f) of domestic violence experienced by
11 an employee or the son, daughter, or parent of an em-
12 ployee, including a statement of an employee, any other
13 documentation or corroborating evidence, and the fact
14 that an employee has requested leave for the purpose of
15 addressing, or caring for a son, daughter, or parent who
16 is addressing, domestic violence and its effects, shall be
17 retained in the strictest confidence by the employing agen-
18 cy, except to the extent that disclosure is requested, or
19 consented to, by the employee for the purpose of—

20 “(1) protecting the safety of the employee or a
21 family member or co-worker of the employee; or

22 “(2) assisting in documenting domestic violence
23 for a court or agency.”.

24 (d) TABLE OF SECTIONS.—The table of sections for
25 chapter 63 of title 5, United States Code, is amended by

1 striking the item relating to section 6383 and inserting
2 the following:

“6383. Certification; confidentiality.”.

3 **SEC. 303. EXISTING LEAVE USABLE FOR DOMESTIC VIO-**
4 **LENCE.**

5 (a) DEFINITIONS.—In this section:

6 (1) ADDRESSING DOMESTIC VIOLENCE AND ITS
7 EFFECTS.—The term “addressing domestic violence
8 and its effects” has the meaning given the term in
9 section 101 of the Family and Medical Leave Act of
10 1993 (29 U.S.C. 2611), as amended in section
11 301(a).

12 (2) EMPLOYEE.—The term “employee” means
13 any person employed by an employer. In the case of
14 an individual employed by a public agency, such
15 term means an individual employed as described in
16 section 3(e) of the Fair Labor Standards Act of
17 1938 (29 U.S.C. 203(e)).

18 (3) EMPLOYER.—The term “employer”—

19 (A) means any person engaged in com-
20 merce or in any industry or activity affecting
21 commerce who employs individuals, if such per-
22 son is also subject to the Family and Medical
23 Leave Act of 1993 (29 U.S.C. 2601 et seq.) or
24 to any provision of a State or local law, collec-
25 tive bargaining agreement, or employment bene-

1 fits program or plan, addressing paid or unpaid
2 leave from employment (including family, med-
3 ical, sick, annual, personal, or similar leave);
4 and

5 (B) includes any person acting directly or
6 indirectly in the interest of an employer in rela-
7 tion to any employee, and includes a public
8 agency, who is subject to a law, agreement, pro-
9 gram, or plan described in subparagraph (A),
10 but does not include any labor organization
11 (other than when acting as an employer) or
12 anyone acting in the capacity of officer or agent
13 of such labor organization.

14 (4) EMPLOYMENT BENEFITS.—The term “em-
15 ployment benefits” has the meaning given the term
16 in section 101 of the Family and Medical Leave Act
17 of 1993 (29 U.S.C. 2611).

18 (5) PARENT; SON OR DAUGHTER.—The terms
19 “parent” and “son or daughter” have the meanings
20 given the terms in section 101 of the Family and
21 Medical Leave Act of 1993 (29 U.S.C. 2611).

22 (6) PUBLIC AGENCY.—The term “public agen-
23 cy” has the meaning given the term in section 3 of
24 the Fair Labor Standards Act of 1938 (29 U.S.C.
25 203).

1 (b) USE OF EXISTING LEAVE.—An employee who is
2 entitled to take paid or unpaid leave (including family,
3 medical, sick, annual, personal, or similar leave) from em-
4 ployment, pursuant to State or local law, a collective bar-
5 gaining agreement, or an employment benefits program or
6 plan, shall be permitted to use such leave for the purpose
7 of addressing domestic violence and its effects, or for the
8 purpose of caring for a son or daughter or parent of the
9 employee, if such son or daughter or parent is addressing
10 domestic violence and its effects.

11 (c) CERTIFICATION.—In determining whether an em-
12 ployee qualifies to use leave as described in subsection (b),
13 an employer may require a written statement, documenta-
14 tion of domestic violence, or corroborating evidence con-
15 sistent with section 103(f) of the Family and Medical
16 Leave Act of 1993 (29 U.S.C. 2613(f)), as amended by
17 section 301(c).

18 (d) CONFIDENTIALITY.—All evidence provided to the
19 employer under subsection (c) of domestic violence experi-
20 enced by an employee or the son or daughter or parent
21 of the employee, including a statement of an employee,
22 any other documentation or corroborating evidence, and
23 the fact that an employee has requested leave for the pur-
24 pose of addressing, or caring for a son or daughter or par-
25 ent who is addressing, domestic violence and its effects,

1 shall be retained in the strictest confidence by the em-
2 ployer, except to the extent that disclosure is requested,
3 or consented to, by the employee for the purpose of—

4 (1) protecting the safety of the employee or a
5 family member or co-worker of the employee; or

6 (2) assisting in documenting domestic violence
7 for a court or agency.

8 (e) PROHIBITED ACTS.—

9 (1) INTERFERENCE WITH RIGHTS.—

10 (A) EXERCISE OF RIGHTS.—It shall be un-
11 lawful for any employer to interfere with, re-
12 strain, or deny the exercise of or the attempt to
13 exercise, any right provided under this section.

14 (B) DISCRIMINATION.—It shall be unlaw-
15 ful for any employer to discharge or in any
16 other manner discriminate against an individual
17 for opposing any practice made unlawful by this
18 section.

19 (2) INTERFERENCE WITH PROCEEDINGS OR IN-
20 QUIRIES.—It shall be unlawful for any person to dis-
21 charge or in any other manner discriminate against
22 any individual because such individual—

23 (A) has filed any charge, or had instituted
24 or caused to be instituted any proceeding,
25 under or related to this section;

1 (B) has given, or is about to give, any in-
2 formation in connection with any inquiry or
3 proceeding relating to any right provided under
4 this section; or

5 (C) has testified, or is about to testify, in
6 any inquiry or proceeding relating to any right
7 provided under this section.

8 (f) ENFORCEMENT.—

9 (1) PUBLIC ENFORCEMENT.—The Secretary of
10 Labor shall have the powers set forth in subsections
11 (b), (c), (d), and (e) of section 107 of the Family
12 and Medical Leave Act of 1993 (29 U.S.C. 2617)
13 for the purpose of public agency enforcement of any
14 alleged violation of subsection (e) against any em-
15 ployer.

16 (2) PRIVATE ENFORCEMENT.—The remedies
17 and procedures set forth in section 107(a) of the
18 Family and Medical Leave Act of 1993 (29 U.S.C.
19 2617(a)) shall be the remedies and procedures pur-
20 suant to which an employee may initiate a legal ac-
21 tion against an employer for alleged violations of
22 subsection (e).

23 (3) REFERENCES.—For purposes of paragraphs
24 (1) and (2), references in section 107 of the Family
25 and Medical Leave Act of 1993 (29 U.S.C. 2617) to

1 section 105 of such Act (29 U.S.C. 2615) shall be
2 considered to be references to subsection (e).

3 (4) EMPLOYER LIABILITY UNDER OTHER
4 LAWS.—Nothing in this section shall be construed to
5 limit the liability of an employer to an employee for
6 harm suffered relating to the employee’s experience
7 of domestic violence pursuant to any other Federal
8 or State law, including a law providing for a legal
9 remedy.

10 **TITLE IV—FEDERAL EMPLOYEES** 11 **PAID PARENTAL LEAVE**

12 **SEC. 401. SHORT TITLE.**

13 This title may be cited as the “Federal Employees
14 Paid Parental Leave Act of 2005”.

15 **SEC. 402. GRANT PROJECT.**

16 Subchapter V of chapter 63 of title 5, United States
17 Code, is amended—

18 (1) by redesignating section 6387 as section
19 6388; and

20 (2) by inserting after section 6386 the fol-
21 lowing:

22 **“§ 6387. Paid leave grant project**

23 “(a) The Office of Personnel Management may,
24 through an agreement or contract with 1 or more employ-
25 ing agencies described in subsection (b), conduct under

1 section 4703 a grant project that assists families by pro-
2 viding paid leave for eligible individuals who are respond-
3 ing to—

4 “(1) caregiving needs resulting from the birth
5 or adoption of a son or daughter; or

6 “(2) other family caregiving needs.

7 “(b) In carrying out a project under this section, an
8 employing agency of 1 or more employees shall provide
9 partial or full paid leave to eligible individuals for not less
10 than 6 weeks during a period of leave, or an absence from
11 employment, described in subsection (c)(2), during any
12 12-month period. Paid leave available to an individual
13 under this subsection shall be in addition to any annual
14 or sick leave that the individual may elect to use during
15 a period of leave, or an absence from employment, de-
16 scribed in subsection (c)(2), during any 12-month period.

17 “(c) To be eligible to receive paid leave under sub-
18 section (a), an individual shall—

19 “(1) be an employee who meets such eligibility
20 criteria as the Office of Personnel Management may
21 specify in a plan described in section 4703(b); and

22 “(2) be—

23 “(A) an individual who is taking leave,
24 under this subchapter, or other Federal law, for

1 a reason described in subparagraph (A) or (B)
2 of section 6382(a)(1);

3 “(B) at the option of the Office of Per-
4 sonnel Management, an individual who—

5 “(i) is taking leave, under this sub-
6 chapter, or other Federal law, for a reason
7 described in subparagraph (C), (D), (E),
8 or (F) of section 6382(a)(1); or

9 “(ii) leaves employment, and has an
10 absence from employment, because the in-
11 dividual has elected to care for a son or
12 daughter under age 1; or

13 “(C) at the option of the Office of Per-
14 sonnel Management, an individual who has an
15 absence from employment and has other char-
16 acteristics specified by the Office of Personnel
17 Management in a plan described in section
18 4703(b).

19 “(d) An employing agency that provides partial or
20 full paid leave to an eligible individual under this section
21 shall notify (in a form and manner prescribed by the Of-
22 fice of Personnel Management) the individual that the em-
23 ploying agency shall count an appropriate period of leave,
24 calculated under section 6382(f), against the total amount

1 of leave (if any) to which the employee is entitled under
2 section 6382(a)(1).

3 “(e)(1) A grant project conducted under this section
4 shall not be counted toward the 10-project limit estab-
5 lished in section 4703(d)(2).

6 “(2) The Office of Personnel Management may pro-
7 vide a waiver for the grant project in accordance with sec-
8 tion 4703, except that section 4703(c)(1) shall not apply
9 to such a waiver.

10 “(f)(1) There are authorized to be appropriated to
11 carry out this section \$400,000,000 for fiscal year 2006
12 and such sums as may be necessary for each subsequent
13 fiscal year.

14 “(2) Funds appropriated under paragraph (1) may
15 be allocated as described in section 4704.”.

16 **SEC. 403. TECHNICAL AND CONFORMING AMENDMENTS.**

17 (a) IN GENERAL.—Section 6382 of title 5, United
18 States Code, is amended by adding at the end the fol-
19 lowing:

20 “(f)(1) If an employing agency provides an amount
21 of full paid leave to an employee for a period under section
22 6387, the employing agency shall count an amount of
23 leave, equal to that period, against the total amount of
24 leave (if any) to which the employee is entitled under sub-
25 section (a)(1).

1 “(2) If an employing agency provides an amount of
2 partial paid leave to an employee for a period under sec-
3 tion 6387, the employing agency shall—

4 “(A) total the amount of partial paid leave pro-
5 vided for that period;

6 “(B) convert the total into a corresponding
7 amount of full paid leave provided for a proportion-
8 ately reduced period; and

9 “(C) count an amount of leave, equal to the pe-
10 riod described in subparagraph (B), against the total
11 amount of leave (if any) to which the employee is en-
12 titled under subsection (a)(1).”.

13 (b) TECHNICAL AND CONFORMING AMENDMENTS.—
14 Section 6382 of title 5, United States Code, is amended—

15 (1) in subsection (c), by striking “(d),” and in-
16 serting “(d) or section 6387,”; and

17 (2) in subsection (d), by inserting “any unpaid”
18 after “substitute for”.

19 (c) TABLE OF SECTIONS.—The table of sections for
20 chapter 63 of title 5, United States Code, is amended by
21 striking the item relating to section 6387 and inserting
22 the following:

“6387. Paid leave grant project.

“6388. Regulations.”.

1 **SEC. 404. EFFECTIVE DATE.**

2 The amendments made by this title shall not be effec-
3 tive with respect to any birth or placement occurring be-
4 fore the end of the 6-month period beginning on the date
5 of enactment of this Act.

6 **TITLE V—TIME FOR SCHOOLS**

7 **SEC. 501. SHORT TITLE.**

8 This title may be cited as the “Time for Schools Act
9 of 2005”.

10 **SEC. 502. GENERAL REQUIREMENTS FOR LEAVE.**

11 (a) ENTITLEMENT TO LEAVE.—Section 102(a) of the
12 Family and Medical Leave Act of 1993 (29 U.S.C.
13 2612(a)) is amended by adding at the end the following:

14 “(3) ENTITLEMENT TO SCHOOL INVOLVEMENT
15 LEAVE.—

16 “(A) IN GENERAL.—Subject to section
17 103(h), an eligible employee shall be entitled to
18 a total of 24 hours of leave during any 12-
19 month period to participate in an academic ac-
20 tivity of a school of a son or daughter of the
21 employee, such as a parent-teacher conference
22 or an interview for a school, or to participate in
23 literacy training under a family literacy pro-
24 gram.

25 “(B) DEFINITIONS.—In this paragraph:

1 “(i) FAMILY LITERACY PROGRAM.—

2 The term ‘family literacy program’ means
3 a program of services that are of sufficient
4 intensity in terms of hours, and of suffi-
5 cient duration, to make sustainable
6 changes in a family and that integrate all
7 of the following activities:

8 “(I) Interactive literacy activities
9 between parents and their sons and
10 daughters.

11 “(II) Training for parents on
12 how to be the primary teacher for
13 their sons and daughters and full
14 partners in the education of their sons
15 and daughters.

16 “(III) Parent literacy training.

17 “(IV) An age-appropriate edu-
18 cation program for sons and daugh-
19 ters.

20 “(ii) LITERACY.—The term ‘literacy’,
21 used with respect to an individual, means
22 the ability of the individual to speak, read,
23 and write English, and compute and solve
24 problems, at levels of proficiency nec-
25 essary—

1 “(I) to function on the job, in the
2 family of the individual, and in soci-
3 ety;

4 “(II) to achieve the goals of the
5 individual; and

6 “(III) to develop the knowledge
7 potential of the individual.

8 “(iii) SCHOOL.—The term ‘school’
9 means an elementary school or secondary
10 school (as such terms are defined in sec-
11 tion 9101 of the Elementary and Sec-
12 ondary Education Act of 1965 (20 U.S.C.
13 7801)), a Head Start program assisted
14 under the Head Start Act (42 U.S.C. 9831
15 et seq.), and a child care facility operated
16 by a provider who meets the applicable
17 State or local government licensing, certifi-
18 cation, approval, or registration require-
19 ments, if any.

20 “(4) LIMITATION.—No employee may take
21 more than a total of 12 workweeks of leave under
22 paragraphs (1) and (3) during any 12-month pe-
23 riod.”.

24 (b) SCHEDULE.—Section 102(b)(1) of such Act (29
25 U.S.C. 2612(b)(1)) is amended by inserting after the sec-

1 ond sentence the following: “Leave under subsection
2 (a)(3) may be taken intermittently or on a reduced leave
3 schedule.”.

4 (c) SUBSTITUTION OF PAID LEAVE.—Section
5 102(d)(2)(A) of such Act (29 U.S.C. 2612(d)(2)(A)) is
6 amended by inserting before the period the following: “,
7 or for leave provided under subsection (a)(3) for any part
8 of the 24-hour period of such leave under such sub-
9 section”.

10 (d) NOTICE.—Section 102(e) of such Act (29 U.S.C.
11 2612(e)) is amended by adding at the end the following:

12 “(3) NOTICE FOR SCHOOL INVOLVEMENT
13 LEAVE.—In any case in which the necessity for leave
14 under subsection (a)(3) is foreseeable, the employee
15 shall provide the employer with not less than 7 days’
16 notice, before the date the leave is to begin, of the
17 employee’s intention to take leave under such sub-
18 section. If the necessity for the leave is not foresee-
19 able, the employee shall provide such notice as is
20 practicable.”.

21 (e) CERTIFICATION.—Section 103 of such Act (29
22 U.S.C. 2613), as amended by section 301(c), is further
23 amended by adding at the end the following:

24 “(h) CERTIFICATION FOR SCHOOL INVOLVEMENT
25 LEAVE.—An employer may require that a request for

1 leave under section 102(a)(3) be supported by a certifi-
2 cation issued at such time and in such manner as the Sec-
3 retary may by regulation prescribe.”.

4 **SEC. 503. SCHOOL INVOLVEMENT LEAVE FOR CIVIL SERV-**
5 **ICE EMPLOYEES.**

6 (a) ENTITLEMENT TO LEAVE.—Section 6382(a) of
7 title 5, United States Code, is amended by adding at the
8 end the following:

9 “(3)(A) Subject to section 6383(h), an employee shall
10 be entitled to a total of 24 hours of leave during any 12-
11 month period to participate in an academic activity of a
12 school of a son or daughter of the employee, such as a
13 parent-teacher conference or an interview for a school, or
14 to participate in literacy training under a family literacy
15 program.

16 “(B) In this paragraph:

17 “(i) The term ‘family literacy program’ means
18 a program of services that are of sufficient intensity
19 in terms of hours, and of sufficient duration, to
20 make sustainable changes in a family and that inte-
21 grate all of the following activities:

22 “(I) Interactive literacy activities between
23 parents and their sons and daughters.

24 “(II) Training for parents on how to be
25 the primary teacher for their sons and daugh-

1 ters and full partners in the education of their
2 sons and daughters.

3 “(III) Parent literacy training.

4 “(IV) An age-appropriate education pro-
5 gram for sons and daughters.

6 “(ii) The term ‘literacy’, used with respect to
7 an individual, means the ability of the individual to
8 speak, read, and write English, and compute and
9 solve problems, at levels of proficiency necessary—

10 “(I) to function on the job, in the family
11 of the individual, and in society;

12 “(II) to achieve the goals of the individual;
13 and

14 “(III) to develop the knowledge potential
15 of the individual.

16 “(iii) The term ‘school’ means an elementary
17 school or secondary school (as such terms are de-
18 fined in section 9101 of the Elementary and Sec-
19 ondary Education Act of 1965 (20 U.S.C. 7801)), a
20 Head Start program assisted under the Head Start
21 Act (42 U.S.C. 9831 et seq.), and a child care facil-
22 ity operated by a provider who meets the applicable
23 State or local government licensing, certification, ap-
24 proval, or registration requirements, if any.

1 “(4) No employee may take more than a total of 12
2 workweeks of leave under paragraphs (1) and (3) during
3 any 12-month period.”.

4 (b) SCHEDULE.—Section 6382(b)(1) of such title is
5 amended by inserting after the second sentence the fol-
6 lowing: “Leave under subsection (a)(3) may be taken
7 intermittently or on a reduced leave schedule.”.

8 (c) SUBSTITUTION OF PAID LEAVE.—Section
9 6382(d) of such title is amended by inserting before “,
10 except” the following: “, or for leave provided under sub-
11 section (a)(3) any of the employee’s accrued or accumu-
12 lated annual leave under subchapter I for any part of the
13 24-hour period of such leave under such subsection”.

14 (d) NOTICE.—Section 6382(e) of such title is amend-
15 ed by adding at the end the following:

16 “(3) In any case in which the necessity for leave
17 under subsection (a)(3) is foreseeable, the employee shall
18 provide the employing agency with not less than 7 days’
19 notice, before the date the leave is to begin, of the employ-
20 ee’s intention to take leave under such subsection. If the
21 necessity for the leave is not foreseeable, the employee
22 shall provide such notice as is practicable.”.

23 (e) CERTIFICATION.—Section 6383 of such title, as
24 amended by section 302(c), is further amended by adding
25 at the end the following:

1 “(h) An employing agency may require that a request
2 for leave under section 6382(a)(3) be supported by a cer-
3 tification issued at such time and in such manner as the
4 Office of Personnel Management may by regulation pre-
5 scribe.”.

6 **SEC. 504. EFFECTIVE DATE.**

7 This title shall take effect 120 days after the date
8 of enactment of this Act.

○