

103^D CONGRESS
1ST SESSION

H. CON. RES. 33

Expressing the sense of the Congress that any health insurance reform bill that is enacted should require that family and temporary medical leave be incorporated as a basic or elective option for plan participants under certain circumstances.

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 3, 1993

Ms. KAPTUR submitted the following concurrent resolution; which was referred jointly to the Committees on Ways and Means, Energy and Commerce, Education and Labor, and Post Office and Civil Service

CONCURRENT RESOLUTION

Expressing the sense of the Congress that any health insurance reform bill that is enacted should require that family and temporary medical leave be incorporated as a basic or elective option for plan participants under certain circumstances.

Whereas the number of single-parent and 2-parent households in which the single parent or both parents work is increasing significantly;

Whereas it is important for the development of children and the family unit that fathers and mothers be able to participate in early childrearing and the care of family members who have serious health conditions;

Whereas the lack of employment policies to accommodate working parents can force individuals to choose between job security and parenting;

Whereas there is inadequate job security for employees who have serious health conditions that prevent them from working for temporary periods;

Whereas, due to the nature of the roles of men and women in the society of the United States, the primary responsibility for family caretaking often falls on women, and such responsibility affects the working lives of women more than it affects the working lives of men;

Whereas more than 70 percent of women with school-aged children and 56 percent of women with preschool-aged children work outside the home;

Whereas employment standards that apply only to 1 gender have serious potential for encouraging employers to discriminate against employees and applicants for employment who are of the gender;

Whereas numerous bills to reform the health insurance system in the United States have been introduced in the Senate and the House of Representatives;

Whereas several of the bills, if they were enacted, would significantly alter the existing health insurance system; and

Whereas granting employees family and temporary medical leave as part of a reform of the health insurance system promises to improve both the prevention and cure of serious health conditions by averting undue stress on the part of employees and permitting them personally to attend to family members who have such conditions: Now, therefore, be it

1 *Resolved by the House of Representatives (the Senate*
2 *concurring)*, That it is the sense of the Congress that any
3 bill to address the ongoing and unmet health insurance
4 needs of the people of the United States that is enacted
5 should require that paid or unpaid leave, as detailed in
6 the Family and Medical Leave Act of 1993, be incor-
7 porated as a basic or elective option for plan participants
8 for 1 or more of the following:

9 (1) Because of the birth of a son or daughter
10 of an employee and in order to care for the son or
11 daughter.

12 (2) Because of the placement of a son or
13 daughter with an employee for adoption or foster
14 care.

15 (3) In order to care for the spouse, or a son,
16 daughter, or parent, of an employee, if the spouse,
17 son, daughter, or parent has a serious health condi-
18 tion.

19 (4) Because of a serious health condition that
20 makes an employee unable to perform the functions
21 of the position of the employee.

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