

104TH CONGRESS  
2D SESSION

# H. R. 3296

To amend the Family and Medical Leave Act of 1993 to apply the same employer requirements to all persons.

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## IN THE HOUSE OF REPRESENTATIVES

APRIL 23, 1996

Mr. NETHERCUTT (for himself, Mr. CALVERT, Ms. LOFGREN, Mr. WELLER, Ms. DUNN of Washington, Mr. BEREUTER, and Mr. SKEEN) introduced the following bill; which was referred to the Committee on Economic and Educational Opportunities, and in addition to the Committee on Government Reform and Oversight, 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 apply the same employer requirements to all persons.

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. SAME EMPLOYER REQUIREMENT.**

4 Section 102(f) of the Family and Medical Leave Act  
5 of 1993 (29 U.S.C. 2612(f)) is amended—

6 (1) by striking “SPOUSES” in the subsection  
7 heading and inserting “PARENTS OR SIBLINGS”,

1           (2) by striking “in which a husband and wife  
2           entitled to leave under subsection (a) are” and in-  
3           serting “in which more than one parent or sibling  
4           entitled to leave under subsection (a) to care for the  
5           same child or parent is”, and

6           (3) striking “both” and inserting “such parents  
7           or siblings”.

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