

104TH CONGRESS  
2D SESSION

# H. R. 3681

To provide that if an employer provides additional leave to a parent for the birth such employer shall provide the same leave to a parent for an adopted child or a foster child.

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## IN THE HOUSE OF REPRESENTATIVES

JUNE 19, 1996

Ms. NORTON introduced the following bill; which was referred to the Committee on Economic and Educational Opportunities, and in addition to the Committees on Government Reform and Oversight, and House 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 provide that if an employer provides additional leave to a parent for the birth such employer shall provide the same leave to a parent for an adopted child or a foster child.

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. LEAVE FOR ADOPTED AND FOSTER CHILDREN.**

4 If an employer provides to an employee who is a par-  
5 ent leave, in addition to the leave required by the Family  
6 and Medical Leave Act of 1993, for the birth of a child,

1 such employer shall provide the same leave to an employee  
2 who is a parent for an adopted child or a foster child.  
3 For purposes of enforcement such additional leave shall  
4 be considered leave required to be provided under section  
5 102 of such Act.

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