

103^D CONGRESS
1ST SESSION

H. R. 1359

To amend the Internal Revenue Code of 1986 to provide that individuals who are required to leave their employment because of certain medical or family reasons will not be denied unemployment compensation when they are ready to return to work.

IN THE HOUSE OF REPRESENTATIVES

MARCH 16, 1993

Mrs. MINK introduced the following bill; which was referred to the Committee on Ways and Means

A BILL

To amend the Internal Revenue Code of 1986 to provide that individuals who are required to leave their employment because of certain medical or family reasons will not be denied unemployment compensation when they are ready to return to work.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That (a) subsection (a) of section 3304 of the Internal
4 Revenue Code of 1986 (relating to approval of State un-
5 employment compensation laws) is amended by striking
6 “and” at the end of paragraph (17), by redesignating

1 paragraph (18) as paragraph (19), and by inserting after
2 paragraph (17) the following new paragraph:

3 “(18)(A) if any individual leaves employment
4 for a qualified family-related reason, for purposes of
5 determining such individual’s eligibility for com-
6 pensation for any subsequent week for which such
7 individual meets the State law requirements relating
8 to availability for work and active search for work—

9 “(i) such individual shall be treated as
10 leaving such employment for good cause, and

11 “(ii) any failure while the qualified family-
12 related reason continues to return to such em-
13 ployment or to otherwise meet such State law
14 requirements shall be disregarded,

15 “(B) for purposes of subparagraph (A), the
16 term ‘qualified family reason’ means any cir-
17 cumstance which entitles the individual to unpaid
18 leave under the Family and Medical Leave Act of
19 1993 (or would entitle the individual to such leave
20 if the individual’s employer were subject to the re-
21 quirements of such Act) whether or not the individ-
22 ual returns to employment after the leave to which
23 such individual is (or would be entitled); and”.

1 (b)(1) Except as provided by paragraph (2), the
2 amendment made by subsection (a) shall take effect on
3 November 1, 1993.

4 (2) In the case of any State the legislature of which
5 has not been in session for at least 30 calendar days
6 (whether or not successive) between the date of the enact-
7 ment of this Act and November 1, 1993, the amendment
8 made by subsection (a) shall take effect 30 calendar days
9 after the first day on which such legislature is in session
10 on or after November 1, 1993.

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