

105TH CONGRESS  
1ST SESSION

# H. R. 234

To amend the Family and Medical Leave Act of 1993 to allow employees to take, as additional leave, parental involvement leave to participate in or attend their children's educational and extracurricular activities and to clarify that leave may be taken for routine medical needs and to assist elderly relatives, and for other purposes.

---

## IN THE HOUSE OF REPRESENTATIVES

JANUARY 7, 1997

Mrs. MALONEY of New York (for herself, Ms. NORTON, Mrs. LOWEY, Mr. RUSH, Ms. MILLENDER-MCDONALD, Ms. BROWN of Florida, Ms. LOFGREN, Ms. PELOSI, and Mr. ACKERMAN) 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 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

---

## A BILL

To amend the Family and Medical Leave Act of 1993 to allow employees to take, as additional leave, parental involvement leave to participate in or attend their children's educational and extracurricular activities and to clarify that leave may be taken for routine medical needs and to assist elderly relatives, 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,*

1 **SECTION 1. SHORT TITLE; REFERENCE.**

2 (a) **SHORT TITLE.**—This Act may be cited as the  
3 “Family and Medical Leave Enhancement Act”.

4 (b) **REFERENCE.**—Whenever in sections 2, 3, and 5  
5 an amendment or repeal is expressed in terms of an  
6 amendment to, or repeal of, a section or other provision,  
7 the reference shall be considered to be made to a section  
8 or other provision of the Family and Medical Leave Act  
9 of 1993.

10 **SEC. 2. ELIGIBLE EMPLOYEE.**

11 Section 101(2)(B)(ii) (29 U.S.C. 2611(2)(B)(ii)) is  
12 amended by striking “50” each place it occurs and insert-  
13 ing “25”.

14 **SEC. 3. ADDITIONAL LEAVE FOR PARENTAL INVOLVEMENT.**

15 (a) **LEAVE REQUIREMENT.**—Section 102(a) (29  
16 U.S.C. 2612(a)) is amended by adding at the end the fol-  
17 lowing:

18 “(3) **ENTITLEMENT TO ADDITIONAL LEAVE FOR**  
19 **PARENTAL INVOLVEMENT.**—

20 “(A) **IN GENERAL.**—Subject to section  
21 103(f), in addition to leave available under  
22 paragraph (1), an eligible employee shall be en-  
23 titled to a total of 4 hours of leave during any  
24 30-day period, and a total of 24 hours of leave  
25 during any 12-month period to participate in or  
26 attend an activity that—

1 “(i) is sponsored by a school or com-  
2 munity organization; and

3 “(ii) relates to a program of the  
4 school or organization that is attended by  
5 a son or daughter of the employee, includ-  
6 ing a foster child of the employee.

7 “(B) DEFINITIONS.—As used in subpara-  
8 graph (A):

9 “(i) SCHOOL.—The term ‘school’  
10 means an elementary school or secondary  
11 school (as such terms are defined in sec-  
12 tion 14101 of the Elementary and Second-  
13 ary Education Act of 1965 (20 U.S.C.  
14 8801)), a Head Start program assisted  
15 under the Head Start Act (42 U.S.C. 9831  
16 et seq.), and a child care facility licensed  
17 under State law.”.

18 “(ii) COMMUNITY ORGANIZATION.—  
19 The term ‘community organization’ means  
20 a private nonprofit organization that is  
21 representative of a community or a signifi-  
22 cant segment of a community and provides  
23 activities for individuals described in sub-  
24 paragraph (A) or (B) of section 101(12),

1           such as a scouting or sports organiza-  
2           tion.”.

3           (b) SCHEDULE.—Section 102(b)(1) (29 U.S.C.  
4 2612(b)(1)) is amended by inserting after the second sen-  
5 tence the following: “Leave under subsection (a)(3)(A)  
6 may be taken intermittently or on a reduced leave sched-  
7 ule.”.

8           (c) SUBSTITUTION OF PAID LEAVE.—Section  
9 102(d)(2)(A) (29 U.S.C. 2612(d)(2)(A)) is amended by  
10 inserting before the period the following: “, or for leave  
11 provided under subsection (a)(3)(A) for any part of the  
12 24-hour period of such leave under such subsection”.

13          (d) NOTICE.—Section 102(e)(1) (29 U.S.C.  
14 2612(e)(1)) is amended by adding at the end the follow-  
15 ing: “In any case in which an employee requests leave  
16 under subsection (a)(3)(A), the employee shall provide the  
17 employer with not less than 7 days’ notice, before the date  
18 the leave is to begin, of the employee’s intention to take  
19 leave under such subsection.”.

20          (e) CERTIFICATION.—Section 103 (29 U.S.C. 2613)  
21 is amended by adding at the end the following:

22          “(f) CERTIFICATION FOR PARENTAL INVOLVEMENT  
23 LEAVE.—An employer may require that a request for

1 leave under section 102(a)(3)(A) 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. 4. PARENTAL INVOLVEMENT LEAVE FOR CIVIL SERV-**  
5 **ANTS.**

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

9 “(3)(A) Subject to section 6383(f), in addition to  
10 leave available under paragraph (1), an employee shall be  
11 entitled to a total of 4 hours of leave during any 30-day  
12 period, and a total of 24 hours of leave during any 12-  
13 month period to participate in or attend an activity that—

14 (i) is sponsored by a school or community or-  
15 ganization; and

16 (ii) relates to a program of the school or orga-  
17 nization that is attended by a son or daughter of the  
18 employee, including a foster child of the employee.

19 “(B) As used in this paragraph:

20 (i) The term ‘school’ means an elementary  
21 school or secondary school (as such terms are de-  
22 fined in section 14101 of the Elementary and Sec-  
23 ondary Education Act of 1965 (20 U.S.C. 8801)), a  
24 Head Start program assisted under the Head Start

1 Act (42 U.S.C. 9831 et seq.), and a child care facil-  
2 ity licensed under State law.”.

3 “(ii) The term ‘community organization’ means  
4 a private nonprofit organization that is representa-  
5 tive of a community or a significant segment of a  
6 community and provides activities for individuals de-  
7 scribed in subparagraph (A) or (B) of section  
8 6381(6), such as a scouting or sports organization.”.

9 (b) SCHEDULE.—Section 6382(b)(1) of such title is  
10 amended by inserting after the second sentence the follow-  
11 ing: “Leave under subsection (a)(3)(A) may be taken  
12 intermittently or on a reduced leave schedule.”.

13 (c) SUBSTITUTION OF PAID LEAVE.—Section  
14 6382(d) of such title is amended by inserting before  
15 “, except” the following: “, or for leave provided under  
16 subsection (a)(3)(A) any of the employee’s accrued or ac-  
17 cumulated annual leave under subchapter I for any part  
18 of the 24-hour period of such leave under such sub-  
19 section”.

20 (d) NOTICE.—Section 6382(e)(1) of such title is  
21 amended by adding at the end the following: “In any case  
22 in which an employee requests leave under subsection  
23 (a)(3)(A), the employee shall provide the employing agen-  
24 cy with not less than 7 days’ notice, before the date the

1 leave is to begin, of the employee’s intention to take leave  
2 under such subsection.”.

3 (e) CERTIFICATION.—Section 6383 of such title is  
4 amended by adding at the end the following:

5 “(f) An employing agency may require that a request  
6 for leave under section 6382(a)(3)(A) be supported by a  
7 certification issued at such time and in such manner as  
8 the Office of Personnel Management may by regulation  
9 prescribe.”.

10 **SEC. 5. CLARIFICATION OF LEAVE ENTITLEMENT.**

11 Section 102(a)(1) (29 U.S.C. 2612(a)(1)) is amended  
12 by adding at the end the following:

13 “(E) To meet routine family medical  
14 needs, including transportation of children for  
15 medical and dental appointments for annual  
16 checkups and vaccinations.

17 “(F) To meet the routine medical care  
18 needs of elderly individuals who are related to  
19 the eligible employee, including visits to nursing  
20 homes and group homes.”.

○