

**AMENDMENT TO  
RULES COMMITTEE PRINT 118-36  
OFFERED BY MR. CARTWRIGHT OF  
PENNSYLVANIA**

At the end of subtitle C of title XVII, insert the following new section:

1 **SEC. 17\_\_\_.** **VETERAN LEAVE UNDER THE FAMILY AND**  
2 **MEDICAL LEAVE ACT OF 1993.**

3 (a) LEAVE REQUIREMENT.—

4 (1) IN GENERAL.—Section 102(a) of the Fam-  
5 ily and Medical Leave Act of 1993 (29 U.S.C.  
6 2612(a)) is amended—

7 (A) by amending paragraph (4) to read as  
8 follows:

9 “(4) COMBINED LEAVE TOTAL.—Subject to  
10 subsection (d)(3), an eligible employee shall be enti-  
11 tled to not more than a combined total of 26 work-  
12 weeks of leave under paragraphs (1), (3), and (6)  
13 during any 12-month period.”; and

14 (B) by adding at the end the following:

15 “(6) VETERAN LEAVE.—Notwithstanding para-  
16 graph (1) and subject to section 103, an eligible em-  
17 ployee who is a covered servicemember described in

1 section 101(15)(B) shall be entitled to a total of 12  
2 workweeks of leave during a 12-month period be-  
3 cause of a serious injury or illness that makes the  
4 employee unable to perform the functions of the po-  
5 sition of such employee.”.

6 (2) LEAVE TAKEN INTERMITTENTLY OR ON A  
7 REDUCED LEAVE SCHEDULE.—

8 (A) IN GENERAL.—Section 102(b)(1) of  
9 such Act (29 U.S.C. 2612(b)(1)) is amended by  
10 striking “subsection (a)(3)” and inserting  
11 “paragraph (3) or (6) of subsection (a)”.

12 (B) ALTERNATIVE POSITION.—Section  
13 102(b)(2) of such Act (29 U.S.C. 2612(b)(2))  
14 is amended by striking “subsection (a)(3)” and  
15 inserting “paragraph (3) or (6) of subsection  
16 (a)”.

17 (3) RELATIONSHIP TO PAID LEAVE.—Section  
18 102(d) of such Act (29 U.S.C. 2612(d)) is amend-  
19 ed—

20 (A) in paragraph (1) by striking “under  
21 subsection (a)(3))” and inserting “under para-  
22 graph (3) or (6) of subsection (a))”; and

23 (B) in paragraph (2)(B), by striking “sub-  
24 section (a)(3)” and inserting “paragraph (3) or  
25 (6) of subsection (a)”.

1           (4) NOTICE.—Section 102(e) of such Act (29  
2 U.S.C. 2612(e)) is amended by adding at the end  
3 the following:

4           “(4) NOTICE FOR VETERAN LEAVE.—In any  
5 case in which the necessity for leave under sub-  
6 section (a)(6) is foreseeable, the employee shall pro-  
7 vide such notice to the employer as is reasonable and  
8 practicable.”.

9           (5) CERTIFICATION.—Section 103(a) of such  
10 Act (29 U.S.C. 2613(a)) is amended by inserting  
11 “or (6)” after “paragraph (3)”.

12           (6) MAINTENANCE OF HEALTH BENEFITS.—  
13 Section 104(c) of such Act (29 U.S.C. 2614(c)) is  
14 amended—

15           (A) in paragraph (2)(B)(i)—

16                   (i) by inserting “or a serious injury or  
17 illness” after “serious health condition”;  
18 and

19                   (ii) by striking “section 102(a)(3)”  
20 and inserting “paragraph (3) or (6) of sec-  
21 tion 102(a)”;

22           (B) in paragraph (3)—

23                   (i) in subparagraph (A)—

24                           (I) in clause (ii), by striking  
25 “or”;

1 (II) in clause (iii), by striking the  
2 period at the end and inserting “; or”;  
3 and

4 (III) by adding at the end the  
5 following:

6 “(iv) a certification issued by the  
7 health care provider of the eligible em-  
8 ployee, in the case of an employee unable  
9 to return to work because of a serious in-  
10 jury or illness specified in section  
11 102(a)(6).”; and

12 (ii) in subparagraph (C), by adding at  
13 the end the following:

14 “(iii) LEAVE DUE TO A SERIOUS IN-  
15 JURY OR ILLNESS OF EMPLOYEE.—The  
16 certification described in subparagraph  
17 (A)(iv) shall be sufficient if the certifi-  
18 cation states that a serious injury or illness  
19 prevented the employee from being able to  
20 perform the functions of the position of the  
21 employee on the date that the leave of the  
22 employee expired.

23 “(iv) LEAVE DUE TO A SERIOUS IN-  
24 JURY OR ILLNESS OF A FAMILY MEMBER  
25 WHO IS A SERVICEMEMBER.—The certifi-

1 cation described in subparagraph (A)(i)  
2 shall be sufficient if the certification states  
3 that the employee is needed to care for  
4 covered servicemember on the date that the  
5 leave of the employee expired.’”.

6 (7) ENFORCEMENT.—Section  
7 107(a)(1)(A)(i)(II) of such Act (29 U.S.C.  
8 2617(a)(1)(A)(i)(II)) is amended by striking “sec-  
9 tion 102(a)(3)” and inserting “paragraph (3) or (6)  
10 of section 102(a)”.

11 (b) DEFINITIONS.—Section 101(15)(B) of the Fam-  
12 ily and Medical Leave Act of 1993 (29 U.S.C.  
13 2611)(15)(B) is amended by striking “and who was a  
14 member of the Armed Forces” and all that follows through  
15 the period at the end of the subparagraph and inserting  
16 a period.

