

**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____. SERVICEMEMBER FAMILY LEAVE UNDER THE**
2 **FAMILY AND MEDICAL LEAVE ACT OF 1993.**

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

6 (1) by amending paragraph (3) to read as fol-
7 lows:

8 “(3) SERVICEMEMBER FAMILY LEAVE.—Not-
9 withstanding paragraph (1) and subject to section
10 103, an eligible employee who is the spouse or do-
11 mestic partner, son or daughter, son-in-law or
12 daughter-in-law, parent, parent-in-law, grandparent,
13 sibling, uncle or aunt, nephew or niece, or next of
14 kin of a covered servicemember, or any other indi-
15 vidual whose close association is the equivalent of a
16 family relationship with a covered servicemember,
17 shall be entitled to a total of 12 workweeks of leave

1 during a 12-month period to care for the service-
2 member.”; and

3 (2) by amending paragraph (4) to read as fol-
4 lows:

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

10 (a) DEFINITIONS.—Section 101 of the Family and
11 Medical Leave Act of 1993 (29 U.S.C. 2611) is amend-
12 ed—

13 (1) by amending paragraph (12) to read as fol-
14 lows:

15 “(12) SON OR DAUGHTER.—

16 “(A) IN GENERAL.—Subject to subpara-
17 graph (B), the term ‘son or daughter’ means a
18 biological, adopted, or foster child, a stepchild,
19 a legal ward, or a child of a person standing in
20 loco parentis, who is—

21 “(i) under 18 years of age; or

22 “(ii) 18 years of age or older and in-
23 capable of self-care because of a mental or
24 physical disability.

1 “(B) SERVICEMEMBER LEAVE.—For the
2 purposes of leave under paragraph (3) of sec-
3 tion 102(a), the term ‘son or daughter’ means,
4 regardless of age, a biological, adopted, or fos-
5 ter child, a stepchild, a legal ward, a child of
6 a person standing in loco parentis, or the child
7 of an employee’s domestic partner.”.

8 (2) in paragraph (15)(B), by striking “and who
9 was a member of the Armed Forces” and all that
10 follows through the period at the end of the sub-
11 paragraph and inserting a period; and

12 (3) by adding at the end the following:

13 “(20) ANY OTHER INDIVIDUAL WHOSE CLOSE
14 ASSOCIATION IS THE EQUIVALENT OF A FAMILY RE-
15 LATIONSHIP.—The term ‘any other individual whose
16 close association is the equivalent of a family rela-
17 tionship’, used with respect to an employee, means
18 any person with whom the employee has a signifi-
19 cant personal bond that is or is like a family rela-
20 tionship, regardless of biological or legal relation-
21 ship.

22 “(21) DOMESTIC PARTNER.—The term ‘domes-
23 tic partner’, used with respect to an employee,
24 means an adult in a committed relationship with an-

1 other adult, including same-sex and opposite-sex re-
2 lationships.

3 “(22) GRANDCHILD.—The term ‘grandchild’
4 means the son or daughter of an employee’s son or
5 daughter.

6 “(23) GRANDPARENT.—The term ‘grandparent’
7 means a parent of a parent of an employee.

8 “(24) NEPHEW; NIECE.—The terms ‘nephew’
9 and ‘niece’, used with respect to an employee, mean
10 a son or daughter of the employee’s sibling.

11 “(25) PARENT-IN-LAW.— The term ‘parent-in-
12 law’ means a parent of the spouse or domestic part-
13 ner of an employee.

14 “(26) SIBLING.—The term ‘sibling’ means any
15 person who is a son or daughter of an employee’s
16 parent (other than the employee).

17 “(27) SON-IN-LAW; DAUGHTER-IN-LAW.—The
18 terms ‘son-in-law’ and ‘daughter-in-law’, used with
19 respect to an employee, mean any person who is a
20 spouse or domestic partner of a son or daughter, as
21 the case may be, of the employee.

22 “(28) UNCLE; AUNT.—The terms ‘uncle’ and
23 ‘aunt’, used with respect to an employee, mean the
24 son or daughter, as the case may be, of the employ-

1 ee's grandparent (other than the employee's par-
2 ent).”.

