

**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. 1. ENTITLEMENT TO MILITARY FAMILY LEAVE UNDER**
2 **THE FAMILY AND MEDICAL LEAVE ACT OF**
3 **1993.**

4 (a) LEAVE REQUIREMENT.—Section 102(a)(1)(E) of
5 the Family and Medical Leave Act of 1993 (29 U.S.C.
6 2612(a)(1)(E)) is amended by inserting “or domestic
7 partner” after “spouse”.

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

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

13 “(12) SON OR DAUGHTER.—

14 “(A) IN GENERAL.—Subject to subpara-
15 graph (B), the term ‘son or daughter’ means a
16 biological, adopted, or foster child, a stepchild,

1 a legal ward, or a child of a person standing in
2 loco parentis, who is—

3 “(i) under 18 years of age; or

4 “(ii) 18 years of age or older and in-
5 capable of self-care because of a mental or
6 physical disability.

7 “(B) SERVICEMEMBER AND VETERAN
8 LEAVE.—For the purposes of leave under para-
9 graph (1)(E) of section 102, the term ‘son or
10 daughter’ means, regardless of age, a biological,
11 adopted, or foster child, a stepchild, a legal
12 ward, a child of a person standing in loco
13 parentis, or the child of an employee’s domestic
14 partner.”.

15 (2) in paragraph (14), by amending subpara-
16 graph (B) to read as follows:

17 “(B) in the case of a member of a reserve
18 component of the Armed Forces—

19 “(i) duty during the deployment of
20 the member with the Armed Forces under
21 a call or order to active duty under a pro-
22 vision of law referred to in section
23 101(a)(13)(B) of title 10, United States
24 Code;

1 “(ii) duty pursuant to title 32, United
2 States Code; or

3 “(iii) covered State active duty.”; and
4 (3) by adding at the end the following:

5 “(20) DOMESTIC PARTNER.—The term ‘domes-
6 tic partner’, used with respect to an employee,
7 means an adult in a committed relationship with an-
8 other adult, including same-sex and opposite-sex re-
9 lationships.

10 “(21) COVERED STATE ACTIVE DUTY.—The
11 term ‘covered State active duty’ means State active
12 duty for a period of 14 days or more, State active
13 duty in response to a national emergency declared
14 by the President under the National Emergencies
15 Act (50 U.S.C. 1601 et seq.), or State active duty
16 in response to a major disaster declared by the
17 President under section 401 of the Robert T. Staf-
18 ford Disaster Relief and Emergency Assistance Act
19 (42 U.S.C. 5170).

20 “(22) STATE ACTIVE DUTY.—The term ‘State
21 active duty’ has the same meaning given the term in
22 section 4303(15) of title 38, United States Code.”.

