

**AMENDMENT TO RULES COMMITTEE PRINT 116-8
OFFERED BY MR. VARGAS OF CALIFORNIA**

Page 6, line 20, insert before the period the following: “, nor shall such defense apply if the defense is related to or derived from the use of leave provided by the employer to similarly situated employees or otherwise authorized by Federal, State or local law (such as leave authorized under the Family and Medical Leave Act of 1993 (29 U.S.C. 2601 et seq.)), or if such defense is related to or derived from whether or not an employee has children”.

