

117TH CONGRESS
2D SESSION

S. _____

To expand employees eligible for leave and employers subject to leave requirements.

IN THE SENATE OF THE UNITED STATES

Ms. SMITH introduced the following bill; which was read twice and referred to the Committee on _____

A BILL

To expand employees eligible for leave and employers subject to leave requirements.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Job Protection Act”.

5 **SEC. 2. EXPANSION OF EMPLOYEES ELIGIBLE FOR LEAVE.**

6 (a) IN GENERAL.—Section 101(2) of the Family and
7 Medical Leave Act of 1993 (29 U.S.C. 2611(2)) is amend-
8 ed—

9 (1) in subparagraph (A), by striking “em-
10 ployed—” and all that follows through the end of

1 the subparagraph and inserting “employed for not
2 less than 90 days by the employer with respect to
3 whom leave is requested under section 102.”;

4 (2) in subparagraph (B), by striking “does not
5 include—” and all that follows through the end of
6 the subparagraph and inserting “does not include
7 any Federal officer or employee covered under sub-
8 chapter V of chapter 63 of title 5, United States
9 Code (as added by title II of this Act).”;

10 (3) by striking subparagraphs (C) and (D); and

11 (4) by redesignating subparagraph (E) as sub-
12 paragraph (C).

13 (b) FEDERAL EMPLOYEES.—

14 (1) TITLE 5.—Subchapter V of chapter 63 of
15 title 5, United States Code, is amended—

16 (A) in section 6381(1)(B), by striking “12
17 months” and inserting “90 days”; and

18 (B) in section 6382(d)(2)(E), by striking
19 “12 months” and inserting “90 days”.

20 (2) PRESIDENTIAL EMPLOYEES.—Section
21 412(a)(2)(B) of title 3, United States Code, is
22 amended by striking “12 months and for at least
23 1,250 hours of employment during the previous 12
24 months” and inserting “90 days”.

1 (3) CONGRESSIONAL EMPLOYEES.—Section
2 202(a)(2)(B) of the Congressional Accountability
3 Act of 1995 (2 U.S.C. 1312(a)(2)(B)) is amended
4 by striking “12 months and for at least 1,250 hours
5 of employment during the previous 12 months” and
6 inserting “90 days”.

7 **SEC. 3. EXPANSION OF EMPLOYERS SUBJECT TO LEAVE RE-**
8 **QUIREMENTS.**

9 Section 101(4)(A)(i) of the Family and Medical
10 Leave Act of 1993 (29 U.S.C. 2611(4)(A)(i)) is amended
11 by striking “50 or more employees” and all that follows
12 through the end of the clause and inserting “1 or more
13 employees”.

14 **SEC. 4. APPLICABILITY.**

15 This Act, and the amendments made by this Act,
16 shall apply with respect to leave taken on or after the date
17 of enactment of this Act.