

118TH CONGRESS
2D SESSION

H. R. 10253

To direct the Secretary of Labor to recognize employers with a commitment to helping employees balance workplace responsibilities and family obligations.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 22, 2024

Ms. MENG (for herself, Mr. GRIJALVA, Ms. VELÁZQUEZ, Mrs. WATSON COLEMAN, and Ms. NORTON) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To direct the Secretary of Labor to recognize employers with a commitment to helping employees balance workplace responsibilities and family obligations.

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 “Honoring Family-
5 Friendly Workplaces Act”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act:

8 (1) EMPLOYEE; EMPLOYER.—The terms “em-
9 ployee” and “employer” have the meanings given

1 such terms in section 3 of the Fair Labor Standards
2 Act of 1938 (29 U.S.C. 203).

3 (2) SECRETARY.—The term “Secretary” means
4 the Secretary of Labor.

5 **SEC. 3. CERTIFICATION PROGRAM ESTABLISHED.**

6 (a) IN GENERAL.—The Secretary shall establish a
7 national certification program to award certifications to
8 recognize employers that have a commitment to helping
9 employees balance employment responsibilities and family
10 obligations (referred to in this section as “family-friendly
11 certifications”).

12 (b) CRITERIA FOR CERTIFICATION.—In order to be
13 eligible to receive a family-friendly certification, an em-
14 ployer must carry out each of the following family-friendly
15 employment policies and benefits:

16 (1) Assistance paying for, or referring employ-
17 ees to, fertility or adoption services.

18 (2) Paid family leave of not less than 12 weeks
19 per year, including the option to use leave for any
20 of the following reasons:

21 (A) The birth of a child of the employee
22 and in order to care for such child.

23 (B) The placement of a child with the em-
24 ployee for adoption or foster care.

1 (C) To address the employee’s own serious
2 health condition, including pregnancy, child-
3 birth, or pregnancy loss.

4 (D) To address the serious health condi-
5 tion (as defined in section 101 of the Family
6 and Medical Leave Act of 1993 (29 U.S.C.
7 2611)) of a family member.

8 (E) For specific military caregiving and
9 leave.

10 (3) Paid sick days for employees that are sepa-
11 rate from time accrued as part of a paid time off
12 policy.

13 (4) A subsidy for child care or policies that
14 allow parents to work alongside their infants in safe
15 settings.

16 (5) Policies that allow for flexible hours once a
17 parent returns to work after a birth, adoption, or
18 foster care placement.

19 (6) If feasible, policies that allow employees to
20 work remotely as needed for reasons related to the
21 care of a child.

22 (7) Lactation support, such as reimbursement
23 of expressed breastmilk delivery while on travel, ac-
24 cess to pumps, kits, and other lactation supplies and

1 amenities, and access to lactation consultants and
2 support.

3 (c) APPLICATION.—An employer who desires to re-
4 ceive a family-friendly certification from the Secretary
5 under this section shall submit an application to the Sec-
6 retary at such time, containing such information, and in
7 such manner as the Secretary may require.

8 (d) AWARD OF CERTIFICATION.—The Secretary shall
9 review applications submitted under subparagraph (c) and
10 award a family-friendly certification to an employer whose
11 application demonstrates that the employer has met the
12 requirements established under subsection (b) regarding
13 family-friendly policies and benefits.

14 (e) AUTHORIZATION OF APPROPRIATIONS.—There
15 are authorized to be appropriated to carry out this Act
16 such sums as may be necessary.

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