

116TH CONGRESS  
1ST SESSION

# H. R. 4452

To amend the Family and Medical Leave Act of 1993 and title 5, United States Code, to permit leave to care for an adult child, grandchild, or grandparent who has a serious health condition, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 20, 2019

Mr. RUIZ introduced the following bill; which was referred to the Committee on Education and Labor, and in addition to the Committees on Oversight and Reform, and House Administration, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To amend the Family and Medical Leave Act of 1993 and title 5, United States Code, to permit leave to care for an adult child, grandchild, or grandparent who has a serious health condition, and for other purposes.

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 “Grandparent-Grand-  
5 child Medical Leave Act”.

1 **SEC. 2. ADDITIONAL LEAVE UNDER THE FMLA.**

2 (a) DEFINITIONS.—

3 (1) INCLUSION OF GRANDCHILD AND GRAND-  
4 PARENTS.—Section 101 of the Family and Medical  
5 Leave Act of 1993 (29 U.S.C. 2611) is amended by  
6 adding at the end the following:

7 “(20) GRANDCHILD.—The term ‘grandchild’  
8 means the son or daughter of an employee’s son or  
9 daughter.

10 “(21) GRANDPARENT.—The term ‘grandparent’  
11 means a parent of a parent of an employee.”.

12 (2) INCLUSION OF ADULT CHILDREN.—Section  
13 101(12) of such Act (29 U.S.C. 2611(12)) is amend-  
14 ed, by striking “who is—” and all that follows and  
15 inserting “and includes an adult child.”.

16 (b) LEAVE REQUIREMENT.—Section 102 of such Act  
17 (29 U.S.C. 2612) is amended—

18 (1) in subsection (a)—

19 (A) in paragraph (1)—

20 (i) in subparagraph (A), by striking  
21 “or daughter” both places it appears and  
22 inserting “, daughter, or grandchild”;

23 (ii) in subparagraph (B), by striking  
24 “or daughter” and inserting “, daughter,  
25 or grandchild”;

1 (iii) in subparagraph (C), by striking  
2 “or parent” both places it appears and in-  
3 sserting “grandchild, parent, or grand-  
4 parent”; and

5 (iv) in subparagraph (E), by striking  
6 “or parent” and inserting “grandchild,  
7 parent, or grandparent”;

8 (B) in paragraph (2), by striking “or  
9 daughter” and inserting “, daughter, or grand-  
10 child”; and

11 (C) in paragraph (3), by striking “parent,”  
12 and inserting “grandchild, parent, grand-  
13 parent,”;

14 (2) in subsection (e)—

15 (A) in paragraph (2)(A), by striking “par-  
16 ent,” and inserting “grandchild, parent, grand-  
17 parent,”; and

18 (B) in paragraph (3), by striking “or par-  
19 ent,” and inserting “grandchild, parent, or  
20 grandparent,”; and

21 (3) in subsection (f)(B), by inserting “or grand-  
22 parent” after “parent”.

23 (e) CERTIFICATION.—Section 103 of such Act (29  
24 U.S.C. 2613) is amended—

1 (1) in subsection (a), by striking “or parent”  
2 and inserting “grandchild, parent, or grandparent”;

3 (2) in subsection (b)(4)(A), by striking “or par-  
4 ent” and inserting “grandchild, parent, or grand-  
5 parent”; and

6 (3) in subsection (b)(7), by striking “or spouse”  
7 and inserting “grandchild, grandparent, or spouse”.

8 (d) EMPLOYMENT AND BENEFITS PROTECTION.—  
9 Section 104(c)(3) of the Family and Medical Leave Act  
10 of 1993 (29 U.S.C. 2614(c)(3)) is amended—

11 (1) in subparagraph (A)(i), by striking “or par-  
12 ent” and inserting “grandchild, parent, or grand-  
13 parent”; and

14 (2) in subparagraph (C)(ii), by striking “or  
15 parent” and inserting “grandchild, parent, or grand-  
16 parent”.

17 **SEC. 3. FEDERAL EMPLOYEES.**

18 (a) DEFINITIONS.—

19 (1) INCLUSION OF GRANDPARENTS AND GRAND-  
20 CHILDREN.—Section 6381 of title 5, United States  
21 Code, is amended—

22 (A) in paragraph (11) by striking “; and”  
23 and inserting a semicolon;

24 (B) in paragraph (12), by striking the pe-  
25 riod and inserting a semicolon; and

1 (C) by adding at the end the following:

2 “(13) the term ‘grandchild’ means the son or  
3 daughter of an employee’s son or daughter; and

4 “(14) the term ‘grandparent’ means a parent of  
5 a parent of an employee;”.

6 (2) INCLUSION OF ADULT CHILDREN.—Section  
7 6381(6) of such title is amended, by striking “who  
8 is—” and all that follows and inserting “and in-  
9 cludes an adult child.”.

10 (b) LEAVE REQUIREMENT.—Section 6382 of title 5,  
11 United States Code, is amended—

12 (1) in subsection (a)(1)(C), by striking “or par-  
13 ent” both places it appears and inserting “grand-  
14 child, parent, or grandparent”;

15 (2) in subsection (a)(1)(E), by striking “or par-  
16 ent” and inserting “grandchild, parent, or grand-  
17 parent”;

18 (3) in subsection (a)(3), by striking “parent,”  
19 and inserting “grandchild, parent, grandparent”;

20 (4) in subsection (e)(2)(A), by striking “par-  
21 ent,” and inserting “grandchild, parent, grand-  
22 parent”; and

23 (5) in subsection (e)(3), by striking “or par-  
24 ent,” and inserting “grandchild, parent, or grand-  
25 parent”.

1           (c) CERTIFICATION.—Section 6383 of title 5, United  
2 States Code, is amended—

3           (1) in subsection (a), by striking “or parent”  
4           and inserting “grandchild, parent, or grandparent,”;  
5           and

6           (2) in subsection (b)(4)(A), by striking “or par-  
7           ent” both places it appears and inserting “grand-  
8           child, parent, or grandparent”.

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