

H.R. 626- Federal Employees Paid Parental Leave Act of 2009

Sponsor: Representative Carolyn Maloney (D-NY-14)

Introduced: 1/22/09

Current Status: 5/6/2009 House committee/subcommittee actions. Ordered to be reported by Voice Vote.

The Act would allow federal employees to substitute any available paid leave for any leave without pay available for the birth of a child or placement of a child with employee for either adoption or foster care. Federal Employees are entitled to 12 weeks of leave and are entitled to four administrative weeks of paid parental leave in connection with child birth or child placement and any accumulated sick leave. The Act also authorizes the Director of the Office of Personal Management (OPM) to increase paid parental leave to eight administrative weeks because; it enhances recruitment and federal employee retention, the potential cost to the government, trends in the private sector, in the state and local government; and the Federal Government's roles as a model employer.

H.R 1723-Family Leave Insurance Act of 2009

Sponsor: Representative Fortney Pete Stark (D-CA-13)

Introduced: 3/25/2009

Current Status: Referred to the Committee on Education and Labor, and in addition to the Committees on Oversight and Government Reform, and Ways and Means, 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.

The Act improves family leave benefits in three areas: State benefits through the Secretary of Labor, an insurance program the treasury department, and a program in the office of Personal management (OPM). The Act would establish a Family and Medical Insurance Program, which authorizes the Secretary of Labor to contract with a state to establish a state Family and Medical Insurance Program to provide specified leave benefits, or expand a pre-existing state program; or at a governor's request enter an interagency agreement with the Commissioner of the Social Security Administration to establish a state Family and Medical Insurance Program. Eligible employees would receive benefits that include specified percentages of their dialing earnings for 12 workweeks

of leave under the Family and Medical Leave Act of 1993. The Act also establishes a Family and Medical Leave Insurance Fund in the Treasury. This bill would amend the Internal Revenue Code to impose a family and medical leave premium on every individual and every employer to finance a Family and Medical Leave Trust Fund in the Treasury for Program benefits. Exempt from such a premium are employers or self-employers with voluntary plans approved by the Secretary as equivalent or better than the Program; and small employers who have elected not to participate in it. Finally, the Act requires the Director of the Office of Personnel Management (OPM) to establish a Civil Service Family and Medical Leave Insurance Program with the same Program benefits for certain federal agency employees.

H.R. 2339- Family Income to Respond to Significant Transitions Act

Sponsor: Representative Lynn Woolsey (CA- 6)

Introduced: 5/7/2009

Current Status: Referred to the House Committee on Education and Labor

The Act would establish a program to support the efforts of States to provide partial or full wage replacement to new parents, so that the new parents are able to spend time with a new infant or newly adopted child. The bill would provide funding for state grants that can pay for the federal share of the cost of carrying out programs that provide families with wage replacement. Eligible individuals include those taking leave under a federal plan, state or local law, under a private plan, or programs receiving grant money to attend to the birth of a child or the adoption of a child. The State should provide wage replacement for no less than 6 weeks through a State insurance program (such as a state temporary disability insurance program), a private insurance program, or another mechanism provided by the State.

S.354- Federal Employees Paid Parental Leave Act of 2009

Sponsor- Senator Jim Web (D-VA)

Introduced: 1/29/2009

Current Status: 3/20/2009 Referred to Senate Committee on Homeland Security and Governmental Affairs referred to Subcommittee on Oversight of Government Management, the Federal Workforce, and the District of Columbia.

The Act will allow federal employees to substitute any available paid leave for any leave without pay available for either the birth of a child or the placement of a child with the employee for adoption or

foster care. The employee would be eligible for 12 weeks of family leave: eight administrative weeks of paid parental leave in connection with the birth or placement involved; and any accumulated annual or sick leave. The Act would authorize the Director of the Office of Personnel Management (OPM) to establish new regulations to increase the amount of paid parental leave available to a total of eight administrative workweeks, based on the consideration of: the benefits to the federal government, including enhanced recruitment and employee retention; the cost to the government; trends in the private sector and in state and local governments; and the federal government's role as a model employer.

In Committee-110 Congress (Likely to be reintroduced)

S.910-Healthy Families Act (Senate Version- Identical Language to House Bill)

Sponsor: Senator Edward Kennedy

Introduced: 3/15/2007

Current Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions

The bill will provide for paid sick leave to ensure that Americans can address their own health needs and the health needs of their families. The Act would require employers, who employ 15 or more employees for each working day during 20 or more workweeks a year, to provide a minimum paid sick leave and employment benefits of: seven days annually for those who work at least 30 hours per week; and a prorated annual amount for those who work less than 30, but at least 20 hours a week, or less than 1,500 but at least 1,000 hours per year. The Bill also requires that the Secretary of Labor hold employers accountable to standards through investigative and enforcement authority under the Act's provisions for employees covered by title I of the Family and Medical Leave Act of 1993 or the Government Employee Rights Act of 1991. Moreover, the bill allows employees to use such leave to meet their own medical needs or to care for the medical needs of certain family members. Finally, the Act would declare that these requirements are minimum standards, and are not to be construed to discourage employers from adopting or retaining more generous leave policies.

H.R.1542- Healthy Families Act (House Version-Language Identical to

Senate Bill)

Sponsor: Representative Rosa DeLauro (CT-3)

Introduced: 3/15/2007

Current Status: 6/27/2007 Referred to the Subcommittee on Health, Employment, Labor, and Pensions.

The bill will provide for paid sick leave to ensure that Americans can address their own health needs and the health needs of their families. The Act would require employers, who employ 15 or more employees for each working day during 20 or more workweeks a year, to provide a minimum paid sick leave and employment benefits of: seven days annually for those who work at least 30 hours per week; and a prorated annual amount for those who work less than 30, but at least 20 hours a week, or less than 1,500 but at least 1,000 hours per year. The Bill also requires that the Secretary of Labor hold employers accountable to standards through investigative and enforcement authority under the Act's provisions for employees covered by title I of the Family and Medical Leave Act of 1993 or the Government Employee Rights Act of 1991. Moreover, the bill allows employees to use such leave to meet their own medical needs or to care for the medical needs of certain family members. Finally, the Act would declare that these requirements are minimum standards, and are not to be construed to discourage employers from adopting or retaining more generous leave policies.