

117TH CONGRESS
1ST SESSION

H. R. 3040

To amend the Family and Medical Leave Act and the Emergency Paid Sick Leave Act to extend paid leave, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MAY 7, 2021

Mr. FOSTER (for himself, Ms. NORTON, Mr. COOPER, Ms. LEE of California, Mr. CICILLINE, Mr. SOTO, Mr. SMITH of Washington, Mr. EVANS, and Ms. ROSS) 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

A BILL

To amend the Family and Medical Leave Act and the Emergency Paid Sick Leave Act to extend paid leave, 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 “Pandemic Leave Ex-
5 tension Act”.

1 **SEC. 2. EXTENSION OF PAID LEAVE.**

2 (a) EMERGENCY PAID SICK LEAVE ACT.—The
3 Emergency Paid Sick Leave Act (29 U.S.C. 2601 note)
4 is amended—

5 (1) in section 5102(b)(2), by inserting “in each
6 calendar year” after “paid sick time”;

7 (2) in section 5103(b),

8 (A) by striking “Not later than” and in-
9 serting “(1) IN GENERAL.—Not later than”;
10 and

11 (B) by adding at the end the following new
12 paragraph:

13 “(2) UPDATES.—The notice under paragraph
14 (1) shall be updated and made publicly available not
15 later than 7 days after the date of the enactment of
16 the Pandemic Leave Extension Act.”;

17 (3) in section 5108, by striking the period at
18 the end and inserting “or 15 days after the date of
19 the enactment of the Pandemic Leave Extension
20 Act.”; and

21 (4) in section 5109, by striking “December 31,
22 2020” and inserting “the date that is the end of the
23 public health emergency related to the coronavirus
24 declared by the Secretary of Health and Human
25 Services pursuant to section 319 of the Public
26 Health Service Act (42 U.S.C. 247d)”.

1 (b) FAMILY AND MEDICAL LEAVE ACT.—

2 (1) AMENDMENT.—The Family and Medical
3 Leave Act of 1993 (29 U.S.C. 2611 et seq.) is
4 amended in section 102(a)(1)(F) (29 U.S.C.
5 2612(a)(1)(F)), by striking “December 31, 2020”
6 and inserting “the date that is the end of the public
7 health emergency related to the coronavirus declared
8 by the Secretary of Health and Human Services
9 pursuant to section 319 of the Public Health Service
10 Act (42 U.S.C. 247d)’’.

11 (2) EFFECTIVE DATE.—The amendment under
12 paragraph (1) shall take effect not later than 15
13 days after the date of the enactment of this Act.

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