

IN THE CONGRESS OF THE UNITED STATES  
MARCH 8, 2020

Sponsor:

Congressman James of Georgia (D)

Cosponsors:

Congressman Pete of Alabama (D)

Majority Whip Bean of Illinois (R)

Mr. Chief of Staff McKenna of California (D)

Congressman Bo of Florida (D)

Deputy Majority Whip Lukas of Florida (R)

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AN ACT

To guarantee paid bereavement leave to all employees working in the United States.

ABSTRACT

Currently the federal government does not require businesses to provide any paid bereavement leave to their employees. Under the Family and Medical Leave Act of 1993, eligible employees are

guaranteed twelve weeks of unpaid, job-protected leave per twelve month period for family related matters. However, there are many workers in the United States who can not afford to miss any paid workdays. People should not have to worry about missing bill payments, missing rent, or suffering any financial hardships while mourning the loss of a loved one. With this Act, we, the Congress of the United States of America, will guarantee paid bereavement leave to all Americans.

## SECTION 1. SHORT TITLE.

This Act may be cited as the “Bereavement Leave Act”

## SECTION 2. DEFINITIONS

The following definitions will apply throughout the Act:

- (a) An immediate family member is defined as a parent, stepparent, grandparent, sibling, step sibling, child, grandchild, great-grandchild or spouse.

- (b) An extended family member is defined as an aunt, uncle, great aunt, great uncle, first or second cousin, niece, nephew, great niece or great nephew.

### SECTION 3. QUALIFICATIONS

All employed Americans, both part-time and full-time, qualify for the paid bereavement guaranteed by the following section.

### SECTION 4. PAID BEREAVEMENT LEAVE

Mandated paid bereavement leave will be provided as followed:

- (a) For the loss of an immediate family member all employees are to be granted five (5) days of paid bereavement leave.
- (b) For the loss of an extended family member all employees are to be granted three (3) days of paid bereavement leave

### SECTION 5. ENACTMENT

The law shall go into effect immediately upon passage.