



IN THE CONGRESS OF THE UNITED STATES

MAY 18, 2020

Mr. CARTON (for himself, Mr. ABRAHAM, Mr. Nick DIXON,
Mr. Richard HOLLAND, Mr. WILSON) introduced the following
bill;

A BILL

To recognise burnout as a medical condition.

*Be it enacted by the House of Representatives of the United States of America in Congress
Assembled,*

SECTION 1. SHORT TITLE.

This bill may be cited as the “Burnout Mitigation Act of 2020”

SECTION 2. DEFINITIONS.

In this Act—

- (1) “Burnout” - refers to a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed, which is characterized by— (i) feelings of energy depletion or exhaustion; (ii) increased mental distance from one’s job, or feelings of negativism or cynicism related to one's job; and (iii) reduced professional efficacy.
- (2) “Medical condition” - refers to a disease, illness, injury, genetic or congenital defect, pregnancy, or a biological or psychological condition that lies outside the range of normal, age-appropriate human variation.
- (3) “Health care provider” - refers to any individual, group practice, corporation of health care professionals, or hospital— (i) licensed, registered, or certified under Federal or State laws or regulations to provide health care services; or (ii) required to be so licensed, registered, or certified but that is exempted by other statute or regulation.

SECTION 3. RECOGNISING BURNOUT AS A MEDICAL CONDITION.

Burnout is a medical condition. Where it is duly and lawfully diagnosed by a health care provider a burnout shall give the diagnosed individual a right to any medical treatment and mitigation measure deemed appropriate by the health care provider, including, where relevant, sick leave.

SECTION 4. PREVENTING BURNOUT.

Employers should take any appropriate and necessary measure to prevent burnout in their workforce, including but not limited to— (i) offering in-house or outside support for at-risk employees; (ii) fostering safe workplace environments; and (iii) implementing management measures designed to avoid causing undue stress to employees.

SECTION 5. ENACTMENT.

This Act shall be enacted 30 days after its passing.