

IN THE CONGRESS OF THE UNITED STATES  
FEBRUARY 24, 2020

Mr. James (for himself, Mr. Bo, Mr. Thunderwood,  
Mr. Hull, Mr. Waffles, Mr. Eric, Mr. S4L, and Mr.  
Bobby) introduced the following bill;

---

---

## AN ACT

to amend sections 1 and 6 of the Parental Leave  
Act, passed by Congress on December 13, 2019.

## ABSTRACT

The act amends a previous law passed to guarantee  
paid parental leave to parents of a newborn child.  
The amendment is proposing extending mandated  
paid parental leave.

## SECTION 1. SHORT TITLE.

This Act may be cited as the “Parental Leave  
Extension Act”.

## SECTION 2. EXTENSION OF PAID PARENTAL LEAVE FOR TENURED EMPLOYEES

Under section one of the Parental Leave Act,  
employees with at least a year tenure with their  
current employer are eligible for 16 weeks of paid

parental leave guaranteed by the federal government. Under the Parental Leave Extension Act, a new standard of 20 weeks of paid parental leave will be guaranteed to tenured employees.

### SECTION 3. EXTENSION OF PAID PARENTAL LEAVE FOR NON TENURED EMPLOYEES

Under section 6 of the Parental Leave Act, employees with less than a year tenure with a company are eligible for 12 weeks of paid parental leave guaranteed by the federal government. Under the Parental Leave Extension Act, a new standard of 18 weeks of paid parental leave will be guaranteed to non tenured employees.

### SECTION 4. SMALL BUSINESS TAX EXEMPTION

Employers with less than 100 employees may write off wages and benefits of employees who utilize parental leave for the entire length of parental leave offered. An equal tax credit can be received for all wages and benefits for 20 weeks. However, if more than the minimum amount is offered, the employer may receive an additional tax credit equal to half of

the employee's weekly wage and benefit for each additional week taken.

## SECTION 5. ENACTMENT

The law shall go into effect immediately upon passage.