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# IN THE UNITED STATES HOUSE OF REPRESENTATIVES

November 24th, 2020

*Representative Ricca (For Himself, Representatives Haddock, Poliman,  
Senators Kyouko, Koay) Introduces The Following Bill, as amended by  
Senator Graves;*

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## A BILL

*To revise and modify provisions regarding maternity leave, welfare for  
families and veterans and other purposes.*

### **SECTION 1. SHORT TITLE.**

This bill may be cited as the “Welfare, Families and Veterans Act 2020”, or “WFV Act, 2020”, or H.R. 36.

### **SECTION 2. PUB. L. 103-3, TITLE 1, SECTION 101.**

- (a) Subsection (2)(A)(ii), which requires an employee to have worked at least 1,250 hours in the past 12 months, equivalent to 26 hours per week, in order to be eligible for leave, is repealed.
- (b) Subsection (2)(B), restricting the eligibility of leave under this title to non-governmental employees, is repealed.
- (c) Subsection (2)(C), containing guidelines related to subsection (2)(a)(ii), is repealed.
- (d) The “12 months” in subsection (2)(A)(i) is amended to read “6 months”, halving the requisite period of employment before an employee becomes eligible for leave under this title.

(e) Subsection (2)(D)(i)(II), which applies the requirements under subsection (2)(A)(ii) to members of airline flight crews, is repealed.

(f) Subsection (4)(A)(i) is amended to read “means any person engaged in commerce or in any industry or activity affecting commerce;”, removing a size threshold on employers who are subject to the requirements of this title.

(g) Subsection (7) is amended to read “The term “parent” means the parent of an employee or an individual who stood in loco parentis to an employee when the employee was a son or daughter.”, removing the need for a biological relationship.

### **SECTION 3, PUB. L. 103-3, TITLE 1, SECTION 102.**

(a) Subsection (b)(1) is amended to read “Leave under subsection (a)(1) may be taken intermittently or on a reduced leave schedule upon the request of the employee. The taking of leave intermittently or on a reduced leave schedule pursuant to this paragraph shall not result in a reduction in the total amount of leave to which the employee is entitled under subsection (a) beyond the amount of leave actually taken. It shall constitute a violation of this section for the employer to pressure in any way, shape or form any of their employees in taking their leave in such a manner.”, removing the potential of job transfers or other burdens due to intermittent or reduced leave.

(b) Subsection (b)(2), containing provisions related to subsection (b)(1)’s original form, is repealed.

(c) Subsections (c) and (d), containing provisions related to subsection (b)(1)’s original form, are repealed.

(d) Subsection (f), imposing additional burdens on spouses employed by the same employer, is repealed.

#### **SECTION 4. ENACTMENT**

The provisions of this act shall become effective one month after passage. This bill shall be mutual with all other laws, unless conflicting, by which they are to be stricken null and void.