

119TH CONGRESS
1ST SESSION

H. R. 2732

To amend the Family and Medical Leave Act of 1993 to prohibit an employer from recovering any health care premium paid by the employer for an employee if the employee fails to return to work due to the birth of a child, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 8, 2025

Mr. MOORE of West Virginia introduced the following bill; which was referred to the Committee on Education and Workforce, and in addition to the Committees on Oversight and Government 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 of 1993 to prohibit an employer from recovering any health care premium paid by the employer for an employee if the employee fails to return to work due to the birth of a child, 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 “Fairness for Stay-at-
5 Home Parents Act”.

1 **SEC. 2. AMENDMENTS TO THE FAMILY AND MEDICAL**
2 **LEAVE ACT OF 1993.**

3 (a) IN GENERAL.—Section 104(c)(2)(B) of the Fam-
4 ily and Medical Leave Act of 1993 (29 U.S.C.
5 2614(c)(2)(B)) is amended—

6 (1) in clause (i), by striking the “or” at the
7 end;

8 (2) by redesignating clause (ii) as clause (iii);
9 and

10 (3) by inserting after clause (i) the following:

11 “(ii) the birth of a son or daughter of
12 the employee; or”.

13 (b) NOTICE.—Section 104(c) of the Family and Med-
14 ical Leave Act of 1993 (29 U.S.C. 2614(c)) is amended
15 by adding at the end the following:

16 “(4) NOTICE REGARDING OPTION TO NOT RE-
17 TURN FROM LEAVE.—An employer shall notify any
18 eligible employee that takes leave for the birth of a
19 son or daughter of the employee that the employer
20 may not recover any premium described in para-
21 graph (2) that the employer paid for maintaining
22 coverage for the employee if the employee fails to re-
23 turn due to such birth.”.

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