

119TH CONGRESS
1ST SESSION

H. R. 4351

To amend the Family and Medical Leave Act of 1993 to reduce the qualifying time for a spouse of an active duty member of the Armed Forces to take leave.

IN THE HOUSE OF REPRESENTATIVES

JULY 10, 2025

Ms. STRICKLAND (for herself and Mr. BACON) 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 reduce the qualifying time for a spouse of an active duty member of the Armed Forces to take leave.

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. FAMILY AND MEDICAL LEAVE ACT ELIGIBLE**

4 **EMPLOYEE.**

5 Section 101(2) of the Family and Medical Leave Act
6 of 1993 is amended by inserting at the end the following:

1 “(F) SPOUSE OF A MEMBER OF THE
2 ARMED FORCES PARTICIPATING IN COVERED
3 ACTIVE DUTY.—In the case of an employee who
4 is a spouse of a member of the Armed Forces
5 who is participating in covered active duty, in
6 lieu of the definition in subparagraph (A), the
7 term ‘eligible employee’ means an employee who
8 has been employed for at least 90 calendar days
9 by the employer with respect to whom leave is
10 requested.”.

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