

119TH CONGRESS
2D SESSION

H. R. 7505

To amend the Family and Medical Leave Act of 1993 to allow all leave to be taken on an intermittent schedule.

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 11, 2026

Ms. MCBRIDE (for herself and Mrs. LUNA) 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 allow all leave to be taken on an intermittent schedule.

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 “Flexible Leave Act”.

5 **SEC. 2. INTERMITTENT LEAVE UNDER THE FMLA.**

6 (a) INTERMITTENT LEAVE.—Section 102(b) of the
7 Family and Medical Leave Act of 1993 (29 U.S.C.
8 2612(b)) is amended in paragraph (1) by striking the first

1 three sentences and inserting the following: “Subject to
2 paragraph (2), paragraphs (2) and (3) of subsection (e),
3 and subsection (f) of section 103 (as appropriate), leave
4 under subsection (a)(1) or (a)(3) may be taken intermit-
5 tently or on a reduced leave schedule.”.

6 (b) REMOVAL OF CERTIFICATION REQUIREMENT FOR
7 INTERMITTENT LEAVE.—Section 103(b) of the Family
8 and Medical Leave Act of 1993 (29 U.S.C. 2613(b)) is
9 amended—

10 (1) in paragraph (3) by adding “and” at the
11 end;

12 (2) in paragraph (4)(B), striking the semicolon
13 at the end and inserting a period; and

14 (3) by striking paragraphs (5), (6), and (7).

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