

119TH CONGRESS  
1ST SESSION

# S. 3321

To amend the Family and Medical Leave Act of 1993, to repeal certain limits on leave for married individuals employed by the same employer.

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IN THE SENATE OF THE UNITED STATES

DECEMBER 3, 2025

Ms. ERNST (for herself and Ms. HASSAN) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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## A BILL

To amend the Family and Medical Leave Act of 1993, to repeal certain limits on leave for married individuals employed by the same employer.

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 “FAIR Leave Act” or  
5 the “Fair Access for Individuals to Receive Leave Act”.

1 **SEC. 2. REPEAL OF CERTAIN TIME LIMITATIONS ON LEAVE**  
2 **FOR SPOUSES.**

3 Section 102(f) of the Family and Medical Leave Act  
4 of 1993 (29 U.S.C. 2612(f)) is repealed.

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