

## S 984

### Healthy Families Act

**Congress:** 112 (2011–2013, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** May 12, 2011

**Current Status:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (text of measure

**Latest Action:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (text of measure as introduced in Senate: CR S2949-2954) (May 12, 2011)

**Official Text:** <https://www.congress.gov/bill/112th-congress/senate-bill/984>

### Sponsor

**Name:** Sen. Harkin, Tom [D-IA]

**Party:** Democratic • **State:** IA • **Chamber:** Senate

### Cosponsors (18 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Akaka, Daniel K. [D-HI]	D · HI		May 12, 2011
Sen. Blumenthal, Richard [D-CT]	D · CT		May 12, 2011
Sen. Brown, Sherrod [D-OH]	D · OH		May 12, 2011
Sen. Casey, Robert P., Jr. [D-PA]	D · PA		May 12, 2011
Sen. Durbin, Richard J. [D-IL]	D · IL		May 12, 2011
Sen. Franken, Al [D-MN]	D · MN		May 12, 2011
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		May 12, 2011
Sen. Inouye, Daniel K. [D-HI]	D · HI		May 12, 2011
Sen. Kerry, John F. [D-MA]	D · MA		May 12, 2011
Sen. Lautenberg, Frank R. [D-NJ]	D · NJ		May 12, 2011
Sen. Levin, Carl [D-MI]	D · MI		May 12, 2011
Sen. Merkley, Jeff [D-OR]	D · OR		May 12, 2011
Sen. Mikulski, Barbara A. [D-MD]	D · MD		May 12, 2011
Sen. Murray, Patty [D-WA]	D · WA		May 12, 2011
Sen. Sanders, Bernard [I-VT]	I · VT		May 12, 2011
Sen. Schumer, Charles E. [D-NY]	D · NY		May 12, 2011
Sen. Whitehouse, Sheldon [D-RI]	D · RI		May 12, 2011
Sen. Johnson, Tim [D-SD]	D · SD		Jul 14, 2011

### Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	May 12, 2011

## Subjects & Policy Tags

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### Policy Area:

Labor and Employment

### Related Bills

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Bill	Relationship	Last Action
112 HR 5727	Related bill	<b>Jun 4, 2012:</b> Referred to the Subcommittee on Crime, Terrorism, and Homeland Security.
112 S 2252	Related bill	<b>Mar 29, 2012:</b> Read twice and referred to the Committee on Finance.
112 HR 1876	Related bill	<b>Sep 8, 2011:</b> Referred to the Subcommittee on Workforce Protections.
112 HR 2346	Related bill	<b>Sep 8, 2011:</b> Referred to the Subcommittee on Early Childhood, Elementary, and Secondary Education.

### Summary (as of May 12, 2011)

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Healthy Families Act - Requires certain employers, who employ 15 or more employees for each working day during 20 or more workweeks a year, to permit each employee to earn at least 1 hour of paid sick time for every 30 hours worked.

Declares that an employer shall not be required to permit an employee to earn more than 56 hours of paid sick time in a calendar year, unless the employer chooses to set a higher limit.

Allows employees to use such time to: (1) meet their own medical needs; (2) care for the medical needs of certain family members; or (3) seek medical attention, assist a related person, take legal action, or engage in other specified activities relating to domestic violence, sexual assault, or stalking.

Prohibits an employer from interfering with an employee's exercise of such rights.

Directs the Secretary of Labor to exercise certain investigative and enforcement authority for employees covered by the Family and Medical Leave Act of 1993 or the Government Employee Rights Act of 1991. Grants the same authority, for employees under their jurisdiction, to the Librarian of Congress, the Comptroller General, the Board of Directors of the congressional Office of Compliance, and the Merit Systems Protection Board.

Authorizes civil actions by employees, individuals, or their representatives for damages or equitable relief against employers who violate this Act.

Waives a state's sovereign immunity with respect to a suit brought by an employee of a federally-assisted state program or activity for relief authorized under this Act.

Requires the Commissioner of Labor Statistics to annually compile information on paid sick time and the Comptroller General to study related matters.

Declares that nothing in this Act shall be construed to discourage employers from adopting or retaining more generous leave policies.

### Actions Timeline

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- **May 12, 2011:** Introduced in Senate
- **May 12, 2011:** Sponsor introductory remarks on measure. (CR S2948-2949)
- **May 12, 2011:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (text of measure as introduced in Senate: CR S2949-2954)