

## HR 1439

Family and Medical Insurance Leave Act

**Congress:** 114 (2015–2017, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Mar 18, 2015

**Current Status:** Referred to the Subcommittee on Social Security.

**Latest Action:** Referred to the Subcommittee on Social Security. (Mar 19, 2015)

**Official Text:** <https://www.congress.gov/bill/114th-congress/house-bill/1439>

### Sponsor

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**Name:** Rep. DeLauro, Rosa L. [D-CT-3]

**Party:** Democratic • **State:** CT • **Chamber:** House

**Cosponsors** (137 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Mar 18, 2015
Rep. Bera, Ami [D-CA-7]	D · CA		Mar 18, 2015
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Mar 18, 2015
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Mar 18, 2015
Rep. Brady, Robert A. [D-PA-1]	D · PA		Mar 18, 2015
Rep. Brown, Corrine [D-FL-5]	D · FL		Mar 18, 2015
Rep. Capps, Lois [D-CA-24]	D · CA		Mar 18, 2015
Rep. Capuano, Michael E. [D-MA-7]	D · MA		Mar 18, 2015
Rep. Carson, Andre [D-IN-7]	D · IN		Mar 18, 2015
Rep. Castor, Kathy [D-FL-14]	D · FL		Mar 18, 2015
Rep. Chu, Judy [D-CA-27]	D · CA		Mar 18, 2015
Rep. Cicilline, David N. [D-RI-1]	D · RI		Mar 18, 2015
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Mar 18, 2015
Rep. Cohen, Steve [D-TN-9]	D · TN		Mar 18, 2015
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Mar 18, 2015
Rep. Conyers, John, Jr. [D-MI-13]	D · MI		Mar 18, 2015
Rep. Courtney, Joe [D-CT-2]	D · CT		Mar 18, 2015
Rep. Crowley, Joseph [D-NY-14]	D · NY		Mar 18, 2015
Rep. Delaney, John K. [D-MD-6]	D · MD		Mar 18, 2015
Rep. Dingell, Debbie [D-MI-12]	D · MI		Mar 18, 2015
Rep. Doggett, Lloyd [D-TX-35]	D · TX		Mar 18, 2015
Rep. Edwards, Donna F. [D-MD-4]	D · MD		Mar 18, 2015
Rep. Ellison, Keith [D-MN-5]	D · MN		Mar 18, 2015
Rep. Engel, Eliot L. [D-NY-16]	D · NY		Mar 18, 2015
Rep. Eshoo, Anna G. [D-CA-18]	D · CA		Mar 18, 2015
Rep. Frankel, Lois [D-FL-22]	D · FL		Mar 18, 2015
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		Mar 18, 2015
Rep. Garamendi, John [D-CA-3]	D · CA		Mar 18, 2015
Rep. Green, Gene [D-TX-29]	D · TX		Mar 18, 2015
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Mar 18, 2015
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		Mar 18, 2015
Rep. Hahn, Janice [D-CA-44]	D · CA		Mar 18, 2015
Rep. Hastings, Alcee L. [D-FL-20]	D · FL		Mar 18, 2015
Rep. Honda, Michael M. [D-CA-17]	D · CA		Mar 18, 2015
Rep. Huffman, Jared [D-CA-2]	D · CA		Mar 18, 2015
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Mar 18, 2015
Rep. Kennedy, Joseph P., III [D-MA-4]	D · MA		Mar 18, 2015
Rep. Kuster, Ann M. [D-NH-2]	D · NH		Mar 18, 2015
Rep. Larsen, Rick [D-WA-2]	D · WA		Mar 18, 2015
Rep. Lawrence, Brenda L. [D-MI-14]	D · MI		Mar 18, 2015
Rep. Lee, Barbara [D-CA-13]	D · CA		Mar 18, 2015

Cosponsor	Party / State	Role	Date Joined
Rep. Lewis, John [D-GA-5]	D · GA		Mar 18, 2015
Rep. Lofgren, Zoe [D-CA-19]	D · CA		Mar 18, 2015
Rep. Lowenthal, Alan S. [D-CA-47]	D · CA		Mar 18, 2015
Rep. Lowey, Nita M. [D-NY-17]	D · NY		Mar 18, 2015
Rep. Lujan Grisham, Michelle [D-NM-1]	D · NM		Mar 18, 2015
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Mar 18, 2015
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		Mar 18, 2015
Rep. Maloney, Sean Patrick [D-NY-18]	D · NY		Mar 18, 2015
Rep. Matsui, Doris O. [D-CA-6]	D · CA		Mar 18, 2015
Rep. McCollum, Betty [D-MN-4]	D · MN		Mar 18, 2015
Rep. McDermott, Jim [D-WA-7]	D · WA		Mar 18, 2015
Rep. McGovern, James P. [D-MA-2]	D · MA		Mar 18, 2015
Rep. Meng, Grace [D-NY-6]	D · NY		Mar 18, 2015
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Mar 18, 2015
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		Mar 18, 2015
Rep. Pallone, Frank, Jr. [D-NJ-6]	D · NJ		Mar 18, 2015
Rep. Pascrell, Bill, Jr. [D-NJ-9]	D · NJ		Mar 18, 2015
Rep. Pingree, Chellie [D-ME-1]	D · ME		Mar 18, 2015
Rep. Polis, Jared [D-CO-2]	D · CO		Mar 18, 2015
Rep. Price, David E. [D-NC-4]	D · NC		Mar 18, 2015
Rep. Rangel, Charles B. [D-NY-13]	D · NY		Mar 18, 2015
Rep. Rice, Kathleen M. [D-NY-4]	D · NY		Mar 18, 2015
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Mar 18, 2015
Rep. Ryan, Tim [D-OH-13]	D · OH		Mar 18, 2015
Rep. Sánchez, Linda T. [D-CA-38]	D · CA		Mar 18, 2015
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Mar 18, 2015
Rep. Schiff, Adam B. [D-CA-28]	D · CA		Mar 18, 2015
Rep. Scott, David [D-GA-13]	D · GA		Mar 18, 2015
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		Mar 18, 2015
Rep. Serrano, Jose E. [D-NY-15]	D · NY		Mar 18, 2015
Rep. Slaughter, Louise McIntosh [D-NY-25]	D · NY		Mar 18, 2015
Rep. Speier, Jackie [D-CA-14]	D · CA		Mar 18, 2015
Rep. Swalwell, Eric [D-CA-15]	D · CA		Mar 18, 2015
Rep. Takai, Mark [D-HI-1]	D · HI		Mar 18, 2015
Rep. Takano, Mark [D-CA-41]	D · CA		Mar 18, 2015
Rep. Thompson, Mike [D-CA-5]	D · CA		Mar 18, 2015
Rep. Tonko, Paul [D-NY-20]	D · NY		Mar 18, 2015
Rep. Tsongas, Niki [D-MA-3]	D · MA		Mar 18, 2015
Rep. Wasserman Schultz, Debbie [D-FL-23]	D · FL		Mar 18, 2015
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		Mar 18, 2015
Rep. Yarmuth, John A. [D-KY-3]	D · KY		Mar 18, 2015
Rep. Grayson, Alan [D-FL-9]	D · FL		Apr 13, 2015

Cosponsor	Party / State	Role	Date Joined
Rep. Kirkpatrick, Ann [D-AZ-1]	D · AZ		Apr 13, 2015
Rep. Moore, Gwen [D-WI-4]	D · WI		Apr 13, 2015
Rep. Beyer, Donald S., Jr. [D-VA-8]	D · VA		Apr 14, 2015
Rep. Cárdenas, Tony [D-CA-29]	D · CA		Apr 14, 2015
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Apr 30, 2015
Rep. Davis, Susan A. [D-CA-53]	D · CA		May 14, 2015
Rep. Deutch, Theodore E. [D-FL-21]	D · FL		May 18, 2015
Rep. Adams, Alma S. [D-NC-12]	D · NC		Jun 1, 2015
Rep. McNerney, Jerry [D-CA-9]	D · CA		Jun 3, 2015
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		Jun 3, 2015
Rep. Larson, John B. [D-CT-1]	D · CT		Jun 9, 2015
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Jun 23, 2015
Del. Sablan, Gregorio Kilili Camacho [D-MP-At Large]	D · MP		Jun 24, 2015
Rep. Langevin, James R. [D-RI-2]	D · RI		Jul 10, 2015
Rep. Boyle, Brendan F. [D-PA-13]	D · PA		Jul 13, 2015
Rep. Nolan, Richard M. [D-MN-8]	D · MN		Jul 20, 2015
Rep. Pocan, Mark [D-WI-2]	D · WI		Jul 21, 2015
Rep. Norcross, Donald [D-NJ-1]	D · NJ		Jul 28, 2015
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		Sep 8, 2015
Rep. DeFazio, Peter A. [D-OR-4]	D · OR		Sep 10, 2015
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Sep 10, 2015
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		Sep 10, 2015
Rep. O'Rourke, Beto [D-TX-16]	D · TX		Sep 24, 2015
Rep. Davis, Danny K. [D-IL-7]	D · IL		Oct 22, 2015
Rep. Gallego, Ruben [D-AZ-7]	D · AZ		Oct 22, 2015
Rep. Quigley, Mike [D-IL-5]	D · IL		Oct 22, 2015
Rep. Beatty, Joyce [D-OH-3]	D · OH		Oct 27, 2015
Rep. Jeffries, Hakeem S. [D-NY-8]	D · NY		Oct 27, 2015
Rep. Foster, Bill [D-IL-11]	D · IL		Oct 29, 2015
Rep. Aguilar, Pete [D-CA-31]	D · CA		Nov 18, 2015
Rep. Duckworth, Tammy [D-IL-8]	D · IL		Dec 10, 2015
Rep. Kildee, Daniel T. [D-MI-5]	D · MI		Dec 10, 2015
Rep. Keating, William R. [D-MA-9]	D · MA		Feb 8, 2016
Rep. Meeks, Gregory W. [D-NY-5]	D · NY		Feb 25, 2016
Rep. Smith, Adam [D-WA-9]	D · WA		Feb 29, 2016
Rep. Cummings, Elijah E. [D-MD-7]	D · MD		Mar 22, 2016
Rep. Higgins, Brian [D-NY-26]	D · NY		Apr 11, 2016
Rep. Kelly, Robin L. [D-IL-2]	D · IL		Apr 11, 2016
Rep. Veasey, Marc A. [D-TX-33]	D · TX		Apr 14, 2016
Rep. Moulton, Seth [D-MA-6]	D · MA		Apr 19, 2016
Rep. Gabbard, Tulsi [D-HI-2]	D · HI		Apr 26, 2016
Rep. Kind, Ron [D-WI-3]	D · WI		Jun 9, 2016

Cosponsor	Party / State	Role	Date Joined
Rep. Fattah, Chaka [D-PA-2]	D · PA		Jun 14, 2016
Rep. Sanchez, Loretta [D-CA-46]	D · CA		Jun 14, 2016
Rep. Rush, Bobby L. [D-IL-1]	D · IL		Jun 22, 2016
Rep. Farr, Sam [D-CA-20]	D · CA		Jun 28, 2016
Rep. Sarbanes, John P. [D-MD-3]	D · MD		Jul 1, 2016
Rep. Vargas, Juan [D-CA-51]	D · CA		Jul 1, 2016
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Jul 7, 2016
Rep. Torres, Norma J. [D-CA-35]	D · CA		Jul 7, 2016
Rep. Welch, Peter [D-VT-At Large]	D · VT		Jul 7, 2016
Rep. Perlmutter, Ed [D-CO-7]	D · CO		Sep 9, 2016
Rep. Walz, Timothy J. [D-MN-1]	D · MN		Sep 9, 2016
Rep. Butterfield, G. K. [D-NC-1]	D · NC		Nov 14, 2016

### Committee Activity

Committee	Chamber	Activity	Date
Ways and Means Committee	House	Referred to	Mar 19, 2015

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

Bill	Relationship	Last Action
114 S 786	Identical bill	<b>Mar 18, 2015:</b> Read twice and referred to the Committee on Finance.

## Family and Medical Insurance Leave Act

Establishes the Office of Paid Family and Medical Leave within the Social Security Administration (SSA), to be headed by the Deputy SSA Commissioner.

Entitles every individual to a family and medical leave insurance (FMLI) benefit payment for each month beginning on the first day of the first month in which the individual meets the criteria specified below and ending 365 days later (benefit period), not to exceed 60 qualified caregiving days per period. Qualifies for such a benefit payment any individual who:

1. is insured for disability insurance benefits under the Social Security Act at the time his or her application is filed;
2. has earned income from employment during the 12 months before filing it;
3. has filed an application for a FMLI benefit in accordance with this Act; and
4. was engaged in qualified caregiving (any activity, except regular employment, for a reason entitled to leave under the Family and Medical Leave Act of 1993), or anticipates being so engaged, during the 90-day period before the application is filed or within 30 days after.

Prescribes a formula for determination of an individual's monthly FMLI benefit payment, as well as for the maximum and the minimum monthly benefit amounts.

Requires a FMLI benefit payment to be coordinated with any periodic benefits received from temporary disability insurance or family leave insurance programs under any state law or plan, local government, or an instrumentality of two or more states.

Prescribes criteria that makes an individual ineligible for a FMLI benefit payment.

Specifies prohibited acts by an employer, and penalties for violations.

Establishes the Federal Family and Medical Leave Insurance Trust Fund in the Treasury. Requires FMLI benefit payments to be made only from this Fund.

Prohibits the use of amounts from the Social Security Trust Fund or appropriated to the SSA to administer Social Security programs for FMLI benefits or administration.

Amends the Internal Revenue Code to impose a tax on every individual and employer, all self-employment income, and every railroad employee, employee representative, or railroad employer to finance the Federal Family and Medical Leave Insurance Trust Fund in the Treasury for FMLI benefits.

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## Actions Timeline

- **Mar 19, 2015:** Referred to the Subcommittee on Social Security.
- **Mar 18, 2015:** Introduced in House
- **Mar 18, 2015:** Referred to the House Committee on Ways and Means.