

S 786

Family and Medical Insurance Leave Act

Congress: 114 (2015–2017, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Mar 18, 2015

Current Status: Read twice and referred to the Committee on Finance.

Latest Action: Read twice and referred to the Committee on Finance. (Mar 18, 2015)

Official Text: <https://www.congress.gov/bill/114th-congress/senate-bill/786>

Sponsor

Name: Sen. Gillibrand, Kirsten E. [D-NY]

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

Cosponsors (21 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Baldwin, Tammy [D-WI]	D · WI		Mar 18, 2015
Sen. Blumenthal, Richard [D-CT]	D · CT		Mar 18, 2015
Sen. Booker, Cory A. [D-NJ]	D · NJ		Mar 18, 2015
Sen. Brown, Sherrod [D-OH]	D · OH		Mar 18, 2015
Sen. Hirono, Mazie K. [D-HI]	D · HI		Mar 18, 2015
Sen. Markey, Edward J. [D-MA]	D · MA		Mar 18, 2015
Sen. Merkley, Jeff [D-OR]	D · OR		Mar 18, 2015
Sen. Mikulski, Barbara A. [D-MD]	D · MD		Mar 18, 2015
Sen. Reed, Jack [D-RI]	D · RI		Mar 18, 2015
Sen. Schatz, Brian [D-HI]	D · HI		Mar 18, 2015
Sen. Warren, Elizabeth [D-MA]	D · MA		Mar 18, 2015
Sen. Whitehouse, Sheldon [D-RI]	D · RI		Mar 18, 2015
Sen. Durbin, Richard J. [D-IL]	D · IL		Apr 13, 2015
Sen. Sanders, Bernard [I-VT]	I · VT		Jun 10, 2015
Sen. Murphy, Christopher [D-CT]	D · CT		Jun 16, 2015
Sen. Schumer, Charles E. [D-NY]	D · NY		Jun 23, 2015
Sen. Udall, Tom [D-NM]	D · NM		Jun 23, 2015
Sen. Klobuchar, Amy [D-MN]	D · MN		Jul 8, 2015
Sen. Franken, Al [D-MN]	D · MN		Sep 10, 2015
Sen. Feinstein, Dianne [D-CA]	D · CA		Dec 2, 2015
Sen. Heitkamp, Heidi [D-ND]	D · ND		Feb 3, 2016

Committee Activity

Committee	Chamber	Activity	Date
Finance Committee	Senate	Referred To	Mar 18, 2015

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
114 HR 1439	Identical bill	Mar 19, 2015: Referred to the Subcommittee on Social Security.

Summary (as of Mar 18, 2015)

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. Entitles an individual qualifies to such a benefit payment if such individual:

- is insured for disability insurance benefits under the Social Security Act at the time his or her application is filed;
- has earned income from employment during the 12 months before filing it;
- has filed an application for a FMLI benefit in accordance with this bill; and
- was engaged in qualified caregiving (any activity, except regular employment, for a reason for which the individual would be 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.

Actions Timeline

- **Mar 18, 2015:** Introduced in Senate
- **Mar 18, 2015:** Read twice and referred to the Committee on Finance.