

## S 840

### Healthy Families Act

**Congress:** 116 (2019–2021, Ended)

**Chamber:** Senate

**Policy Area:** Labor and Employment

**Introduced:** Mar 14, 2019

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

**Latest Action:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Mar 14, 2019)

**Official Text:** <https://www.congress.gov/bill/116th-congress/senate-bill/840>

### Sponsor

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**Name:** Sen. Murray, Patty [D-WA]

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

## Cosponsors (33 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Baldwin, Tammy [D-WI]	D · WI		Mar 14, 2019
Sen. Bennet, Michael F. [D-CO]	D · CO		Mar 14, 2019
Sen. Blumenthal, Richard [D-CT]	D · CT		Mar 14, 2019
Sen. Booker, Cory A. [D-NJ]	D · NJ		Mar 14, 2019
Sen. Brown, Sherrod [D-OH]	D · OH		Mar 14, 2019
Sen. Cantwell, Maria [D-WA]	D · WA		Mar 14, 2019
Sen. Cardin, Benjamin L. [D-MD]	D · MD		Mar 14, 2019
Sen. Casey, Robert P., Jr. [D-PA]	D · PA		Mar 14, 2019
Sen. Coons, Christopher A. [D-DE]	D · DE		Mar 14, 2019
Sen. Cortez Masto, Catherine [D-NV]	D · NV		Mar 14, 2019
Sen. Duckworth, Tammy [D-IL]	D · IL		Mar 14, 2019
Sen. Durbin, Richard J. [D-IL]	D · IL		Mar 14, 2019
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		Mar 14, 2019
Sen. Harris, Kamala D. [D-CA]	D · CA		Mar 14, 2019
Sen. Hassan, Margaret Wood [D-NH]	D · NH		Mar 14, 2019
Sen. Hirono, Mazie K. [D-HI]	D · HI		Mar 14, 2019
Sen. Kaine, Tim [D-VA]	D · VA		Mar 14, 2019
Sen. King, Angus S., Jr. [I-ME]	I · ME		Mar 14, 2019
Sen. Klobuchar, Amy [D-MN]	D · MN		Mar 14, 2019
Sen. Markey, Edward J. [D-MA]	D · MA		Mar 14, 2019
Sen. Menendez, Robert [D-NJ]	D · NJ		Mar 14, 2019
Sen. Merkley, Jeff [D-OR]	D · OR		Mar 14, 2019
Sen. Murphy, Christopher [D-CT]	D · CT		Mar 14, 2019
Sen. Peters, Gary C. [D-MI]	D · MI		Mar 14, 2019
Sen. Reed, Jack [D-RI]	D · RI		Mar 14, 2019
Sen. Sanders, Bernard [I-VT]	I · VT		Mar 14, 2019
Sen. Schatz, Brian [D-HI]	D · HI		Mar 14, 2019
Sen. Smith, Tina [D-MN]	D · MN		Mar 14, 2019
Sen. Udall, Tom [D-NM]	D · NM		Mar 14, 2019
Sen. Van Hollen, Chris [D-MD]	D · MD		Mar 14, 2019
Sen. Warren, Elizabeth [D-MA]	D · MA		Mar 14, 2019
Sen. Whitehouse, Sheldon [D-RI]	D · RI		Mar 14, 2019
Sen. Wyden, Ron [D-OR]	D · OR		Mar 14, 2019

## Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Mar 14, 2019

## Subjects & Policy Tags

### Policy Area:

Labor and Employment

## Related Bills

Bill	Relationship	Last Action
116 HR 6150	Related bill	<b>Mar 9, 2020:</b> Referred to the Committee on Education and Labor, and in addition to the Committees on House Administration, Oversight and Reform, and the Judiciary, 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.
116 S 3415	Related bill	<b>Mar 5, 2020:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
116 HR 1784	Identical bill	<b>Mar 14, 2019:</b> Referred to the Committee on Education and Labor, and in addition to the Committees on House Administration, and Oversight and Reform, 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.

## Summary (as of Mar 14, 2019)

### Healthy Families Act

This bill provides for paid and unpaid sick leave for employees to meet their own medical needs and those of their families.

It requires employers with 15 or more employees to provide their employees with at least one hour of earned paid sick leave for every 30 hours worked, up to a maximum of 56 hours of paid sick leave in a year. An employer with fewer than 15 employees may also provide the same amount of paid sick leave, but may opt out of such requirement, in which case such employer must provide its employees at least 56 hours of unpaid leave in a year. An employee may use sick leave for absences (1) resulting from a physical or mental illness, injury or medical condition; (2) resulting from obtaining professional medical diagnosis or care, or preventive medical care; (3) to care for a child, parent, spouse, a domestic partner, or other blood or close relative; and (4) resulting from domestic violence, sexual assault, or stalking.

The bill makes it unlawful for any employer to interfere with, restrain, or deny the exercise of an employee's right to accrue sick leave as provided by this bill. An employee may take legal action to enforce the right to sick leave granted by this bill and the Department of Labor must investigate complaints of violations of the requirements of this bill.

Labor is authorized to conduct a public awareness campaign to educate and inform the public of the requirements for paid sick leave provided by this bill.

### Actions Timeline

- **Mar 14, 2019:** Introduced in Senate
- **Mar 14, 2019:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.