

HR 3122

Servicemember Parental Leave Equity Act

Congress: 117 (2021–2023, Ended)

Chamber: House

Policy Area: Armed Forces and National Security

Introduced: May 11, 2021

Current Status: Referred to the House Committee on Armed Services.

Latest Action: Referred to the House Committee on Armed Services. (May 11, 2021)

Official Text: <https://www.congress.gov/bill/117th-congress/house-bill/3122>

Sponsor

Name: Rep. Speier, Jackie [D-CA-14]

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

Cosponsors (47 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		May 11, 2021
Rep. Barragan, Nanette Diaz [D-CA-44]	D · CA		May 11, 2021
Rep. Bice, Stephanie I. [R-OK-5]	R · OK		May 11, 2021
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		May 11, 2021
Rep. Brownley, Julia [D-CA-26]	D · CA		May 11, 2021
Rep. Carson, Andre [D-IN-7]	D · IN		May 11, 2021
Rep. Castro, Joaquin [D-TX-20]	D · TX		May 11, 2021
Rep. Cicilline, David N. [D-RI-1]	D · RI		May 11, 2021
Rep. DeLauro, Rosa L. [D-CT-3]	D · CT		May 11, 2021
Rep. Gallego, Ruben [D-AZ-7]	D · AZ		May 11, 2021
Rep. Houlahan, Chrissy [D-PA-6]	D · PA		May 11, 2021
Rep. Joyce, David P. [R-OH-14]	R · OH		May 11, 2021
Rep. Katko, John [R-NY-24]	R · NY		May 11, 2021
Rep. Maloney, Carolyn B. [D-NY-12]	D · NY		May 11, 2021
Rep. McGovern, James P. [D-MA-2]	D · MA		May 11, 2021
Rep. Morelle, Joseph D. [D-NY-25]	D · NY		May 11, 2021
Rep. Moulton, Seth [D-MA-6]	D · MA		May 11, 2021
Rep. Napolitano, Grace F. [D-CA-32]	D · CA		May 11, 2021
Rep. Porter, Katie [D-CA-45]	D · CA		May 11, 2021
Rep. Pressley, Ayanna [D-MA-7]	D · MA		May 11, 2021
Rep. Ross, Deborah K. [D-NC-2]	D · NC		May 11, 2021
Rep. Ryan, Tim [D-OH-13]	D · OH		May 11, 2021
Rep. Sherrill, Mikie [D-NJ-11]	D · NJ		May 11, 2021
Rep. Strickland, Marilyn [D-WA-10]	D · WA		May 11, 2021
Rep. Titus, Dina [D-NV-1]	D · NV		May 11, 2021
Rep. Turner, Michael R. [R-OH-10]	R · OH		May 11, 2021
Rep. Vela, Filemon [D-TX-34]	D · TX		May 11, 2021
Rep. Velazquez, Nydia M. [D-NY-7]	D · NY		May 11, 2021
Rep. Wild, Susan [D-PA-7]	D · PA		May 11, 2021
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		May 11, 2021
Rep. Young, Don [R-AK-At Large]	R · AK		May 11, 2021
Rep. Chu, Judy [D-CA-27]	D · CA		May 20, 2021
Rep. Harder, Josh [D-CA-10]	D · CA		May 20, 2021
Rep. Hayes, Jahana [D-CT-5]	D · CT		May 20, 2021
Rep. Keating, William R. [D-MA-9]	D · MA		May 20, 2021
Rep. Kilmer, Derek [D-WA-6]	D · WA		May 20, 2021
Rep. Stefanik, Elise M. [R-NY-21]	R · NY		May 20, 2021
Rep. Wexton, Jennifer [D-VA-10]	D · VA		May 20, 2021
Rep. Brown, Anthony G. [D-MD-4]	D · MD		Jun 4, 2021
Rep. Cooper, Jim [D-TN-5]	D · TN		Jun 4, 2021
Rep. Frankel, Lois [D-FL-21]	D · FL		Jun 4, 2021

Cosponsor	Party / State	Role	Date Joined
Rep. Welch, Peter [D-VT-At Large]	D · VT		Jun 4, 2021
Rep. Fitzpatrick, Brian K. [R-PA-1]	R · PA		Jul 13, 2021
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Jul 13, 2021
Rep. Slotkin, Elissa [D-MI-8]	D · MI		Sep 17, 2021
Rep. Waters, Maxine [D-CA-43]	D · CA		Sep 17, 2021
Rep. Raskin, Jamie [D-MD-8]	D · MD		Sep 20, 2022

Committee Activity

Committee	Chamber	Activity	Date
Armed Services Committee	House	Referred To	May 11, 2021

Subjects & Policy Tags

Policy Area:

Armed Forces and National Security

Related Bills

Bill	Relationship	Last Action
117 S 1571	Identical bill	May 11, 2021: Read twice and referred to the Committee on Armed Services.

Summary (as of May 11, 2021)

Servicemember Parental Leave Equity Act

This bill modifies Department of Defense parental leave provisions for members of the Armed Forces.

Specifically, the bill increases parental leave for primary caregivers to 18 weeks (currently 12) following the birth of a child and to 12 weeks (currently 6) following the adoption of a child. The bill increases parental leave for a secondary caregiver from 21 days to 12 weeks in connection with the birth or adoption of a child.

Primary or secondary caregivers of a long-term foster child are authorized to take up to 12 weeks of leave in connection with such placement.

Parental leave for a primary or secondary caregiver for a birth, adoption, or foster child placement may be taken in more than one increment. For primary caregivers, the leave must be utilized within one year of the event.

The bill authorizes up to 12 weeks of leave to certain service members who would have been secondary caregivers but for a miscarriage, stillbirth, or infant death.

The following activities required of an active-duty member within a 12-month postpartum period must have the approval of a health care provider and be at the election of the member or in the interest of national security: (1) an order of temporary duty overnight travel or to participate in physically demanding field training exercises, (2) meeting of body composition standards, or (3) passing a physical fitness test.

The bill also reduces the service commitment required for participation in the Career Intermission Program.

Actions Timeline

- **May 11, 2021:** Introduced in House
- **May 11, 2021:** Referred to the House Committee on Armed Services.