

HR 804

FAMILY Act

Congress: 117 (2021–2023, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Feb 4, 2021

Current Status: Referred to the Subcommittee on Worker and Family Support.

Latest Action: Referred to the Subcommittee on Worker and Family Support. (Feb 4, 2021)

Official Text: <https://www.congress.gov/bill/117th-congress/house-bill/804>

Sponsor

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

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

Cosponsors (208 total)

| Cosponsor | Party / State | Role | Date Joined |
|--|---------------|------|-------------|
| Del. Norton, Eleanor Holmes [D-DC-At Large] | D · DC | | Feb 4, 2021 |
| Del. Sablan, Gregorio Kilili Camacho [D-MP-At Large] | D · MP | | Feb 4, 2021 |
| Rep. Adams, Alma S. [D-NC-12] | D · NC | | Feb 4, 2021 |
| Rep. Aguilar, Pete [D-CA-31] | D · CA | | Feb 4, 2021 |
| Rep. Allred, Colin Z. [D-TX-32] | D · TX | | Feb 4, 2021 |
| Rep. Auchincloss, Jake [D-MA-4] | D · MA | | Feb 4, 2021 |
| Rep. Axne, Cynthia [D-IA-3] | D · IA | | Feb 4, 2021 |
| Rep. Barragan, Nanette Diaz [D-CA-44] | D · CA | | Feb 4, 2021 |
| Rep. Beatty, Joyce [D-OH-3] | D · OH | | Feb 4, 2021 |
| Rep. Bera, Ami [D-CA-7] | D · CA | | Feb 4, 2021 |
| Rep. Beyer, Donald S., Jr. [D-VA-8] | D · VA | | Feb 4, 2021 |
| Rep. Bishop, Sanford D., Jr. [D-GA-2] | D · GA | | Feb 4, 2021 |
| Rep. Blumenauer, Earl [D-OR-3] | D · OR | | Feb 4, 2021 |
| Rep. Blunt Rochester, Lisa [D-DE-At Large] | D · DE | | Feb 4, 2021 |
| Rep. Bonamici, Suzanne [D-OR-1] | D · OR | | Feb 4, 2021 |
| Rep. Bourdeaux, Carolyn [D-GA-7] | D · GA | | Feb 4, 2021 |
| Rep. Bowman, Jamaal [D-NY-16] | D · NY | | Feb 4, 2021 |
| Rep. Boyle, Brendan F. [D-PA-2] | D · PA | | Feb 4, 2021 |
| Rep. Brown, Anthony G. [D-MD-4] | D · MD | | Feb 4, 2021 |
| Rep. Brownley, Julia [D-CA-26] | D · CA | | Feb 4, 2021 |
| Rep. Bush, Cori [D-MO-1] | D · MO | | Feb 4, 2021 |
| Rep. Bustos, Cheri [D-IL-17] | D · IL | | Feb 4, 2021 |
| Rep. Butterfield, G. K. [D-NC-1] | D · NC | | Feb 4, 2021 |
| Rep. Carbajal, Salud O. [D-CA-24] | D · CA | | Feb 4, 2021 |
| Rep. Cárdenas, Tony [D-CA-29] | D · CA | | Feb 4, 2021 |
| Rep. Carson, Andre [D-IN-7] | D · IN | | Feb 4, 2021 |
| Rep. Cartwright, Matt [D-PA-8] | D · PA | | Feb 4, 2021 |
| Rep. Casten, Sean [D-IL-6] | D · IL | | Feb 4, 2021 |
| Rep. Castor, Kathy [D-FL-14] | D · FL | | Feb 4, 2021 |
| Rep. Castro, Joaquin [D-TX-20] | D · TX | | Feb 4, 2021 |
| Rep. Chu, Judy [D-CA-27] | D · CA | | Feb 4, 2021 |
| Rep. Cicilline, David N. [D-RI-1] | D · RI | | Feb 4, 2021 |
| Rep. Clark, Katherine M. [D-MA-5] | D · MA | | Feb 4, 2021 |
| Rep. Clarke, Yvette D. [D-NY-9] | D · NY | | Feb 4, 2021 |
| Rep. Cleaver, Emanuel [D-MO-5] | D · MO | | Feb 4, 2021 |
| Rep. Cohen, Steve [D-TN-9] | D · TN | | Feb 4, 2021 |
| Rep. Connolly, Gerald E. [D-VA-11] | D · VA | | Feb 4, 2021 |
| Rep. Cooper, Jim [D-TN-5] | D · TN | | Feb 4, 2021 |
| Rep. Correa, J. Luis [D-CA-46] | D · CA | | Feb 4, 2021 |
| Rep. Costa, Jim [D-CA-16] | D · CA | | Feb 4, 2021 |
| Rep. Courtney, Joe [D-CT-2] | D · CT | | Feb 4, 2021 |

| Cosponsor | Party / State | Role | Date Joined |
|---|---------------|------|-------------|
| Rep. Craig, Angie [D-MN-2] | D · MN | | Feb 4, 2021 |
| Rep. Crist, Charlie [D-FL-13] | D · FL | | Feb 4, 2021 |
| Rep. Crow, Jason [D-CO-6] | D · CO | | Feb 4, 2021 |
| Rep. Davis, Danny K. [D-IL-7] | D · IL | | Feb 4, 2021 |
| Rep. Dean, Madeleine [D-PA-4] | D · PA | | Feb 4, 2021 |
| Rep. DeFazio, Peter A. [D-OR-4] | D · OR | | Feb 4, 2021 |
| Rep. DeGette, Diana [D-CO-1] | D · CO | | Feb 4, 2021 |
| Rep. DelBene, Suzan K. [D-WA-1] | D · WA | | Feb 4, 2021 |
| Rep. Delgado, Antonio [D-NY-19] | D · NY | | Feb 4, 2021 |
| Rep. Demings, Val Butler [D-FL-10] | D · FL | | Feb 4, 2021 |
| Rep. DeSaulnier, Mark [D-CA-11] | D · CA | | Feb 4, 2021 |
| Rep. Deutch, Theodore E. [D-FL-22] | D · FL | | Feb 4, 2021 |
| Rep. Dingell, Debbie [D-MI-12] | D · MI | | Feb 4, 2021 |
| Rep. Doggett, Lloyd [D-TX-35] | D · TX | | Feb 4, 2021 |
| Rep. Doyle, Michael F. [D-PA-18] | D · PA | | Feb 4, 2021 |
| Rep. Escobar, Veronica [D-TX-16] | D · TX | | Feb 4, 2021 |
| Rep. Eshoo, Anna G. [D-CA-18] | D · CA | | Feb 4, 2021 |
| Rep. Espaillat, Adriano [D-NY-13] | D · NY | | Feb 4, 2021 |
| Rep. Evans, Dwight [D-PA-3] | D · PA | | Feb 4, 2021 |
| Rep. Foster, Bill [D-IL-11] | D · IL | | Feb 4, 2021 |
| Rep. Frankel, Lois [D-FL-21] | D · FL | | Feb 4, 2021 |
| Rep. Gallego, Ruben [D-AZ-7] | D · AZ | | Feb 4, 2021 |
| Rep. Garamendi, John [D-CA-3] | D · CA | | Feb 4, 2021 |
| Rep. Garcia, Jesus G. "Chuy" [D-IL-4] | D · IL | | Feb 4, 2021 |
| Rep. Garcia, Sylvia R. [D-TX-29] | D · TX | | Feb 4, 2021 |
| Rep. Gomez, Jimmy [D-CA-34] | D · CA | | Feb 4, 2021 |
| Rep. Gonzalez, Vicente [D-TX-15] | D · TX | | Feb 4, 2021 |
| Rep. Green, Al [D-TX-9] | D · TX | | Feb 4, 2021 |
| Rep. Grijalva, Raúl M. [D-AZ-3] | D · AZ | | Feb 4, 2021 |
| Rep. Hastings, Alcee L. [D-FL-20] | D · FL | | Feb 4, 2021 |
| Rep. Hayes, Jahana [D-CT-5] | D · CT | | Feb 4, 2021 |
| Rep. Higgins, Brian [D-NY-26] | D · NY | | Feb 4, 2021 |
| Rep. Himes, James A. [D-CT-4] | D · CT | | Feb 4, 2021 |
| Rep. Horsford, Steven [D-NV-4] | D · NV | | Feb 4, 2021 |
| Rep. Houlahan, Chrissy [D-PA-6] | D · PA | | Feb 4, 2021 |
| Rep. Hoyer, Steny H. [D-MD-5] | D · MD | | Feb 4, 2021 |
| Rep. Huffman, Jared [D-CA-2] | D · CA | | Feb 4, 2021 |
| Rep. Jacobs, Sara [D-CA-53] | D · CA | | Feb 4, 2021 |
| Rep. Jayapal, Pramila [D-WA-7] | D · WA | | Feb 4, 2021 |
| Rep. Jeffries, Hakeem S. [D-NY-8] | D · NY | | Feb 4, 2021 |
| Rep. Johnson, Eddie Bernice [D-TX-30] | D · TX | | Feb 4, 2021 |
| Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4] | D · GA | | Feb 4, 2021 |

| Cosponsor | Party / State | Role | Date Joined |
|---------------------------------------|---------------|------|-------------|
| Rep. Jones, Mondaire [D-NY-17] | D · NY | | Feb 4, 2021 |
| Rep. Kahele, Kaiali'i [D-HI-2] | D · HI | | Feb 4, 2021 |
| Rep. Kaptur, Marcy [D-OH-9] | D · OH | | Feb 4, 2021 |
| Rep. Keating, William R. [D-MA-9] | D · MA | | Feb 4, 2021 |
| Rep. Khanna, Ro [D-CA-17] | D · CA | | Feb 4, 2021 |
| Rep. Kildee, Daniel T. [D-MI-5] | D · MI | | Feb 4, 2021 |
| Rep. Kilmer, Derek [D-WA-6] | D · WA | | Feb 4, 2021 |
| Rep. Kim, Andy [D-NJ-3] | D · NJ | | Feb 4, 2021 |
| Rep. Kind, Ron [D-WI-3] | D · WI | | Feb 4, 2021 |
| Rep. Kirkpatrick, Ann [D-AZ-2] | D · AZ | | Feb 4, 2021 |
| Rep. Krishnamoorthi, Raja [D-IL-8] | D · IL | | Feb 4, 2021 |
| Rep. Kuster, Ann M. [D-NH-2] | D · NH | | Feb 4, 2021 |
| Rep. Lamb, Conor [D-PA-17] | D · PA | | Feb 4, 2021 |
| Rep. Langevin, James R. [D-RI-2] | D · RI | | Feb 4, 2021 |
| Rep. Larsen, Rick [D-WA-2] | D · WA | | Feb 4, 2021 |
| Rep. Larson, John B. [D-CT-1] | D · CT | | Feb 4, 2021 |
| Rep. Lawrence, Brenda L. [D-MI-14] | D · MI | | Feb 4, 2021 |
| Rep. Lawson, Al, Jr. [D-FL-5] | D · FL | | Feb 4, 2021 |
| Rep. Lee, Barbara [D-CA-13] | D · CA | | Feb 4, 2021 |
| Rep. Leger Fernandez, Teresa [D-NM-3] | D · NM | | Feb 4, 2021 |
| Rep. Levin, Andy [D-MI-9] | D · MI | | Feb 4, 2021 |
| Rep. Levin, Mike [D-CA-49] | D · CA | | Feb 4, 2021 |
| Rep. Lieu, Ted [D-CA-33] | D · CA | | Feb 4, 2021 |
| Rep. Lofgren, Zoe [D-CA-19] | D · CA | | Feb 4, 2021 |
| Rep. Lowenthal, Alan S. [D-CA-47] | D · CA | | Feb 4, 2021 |
| Rep. Luria, Elaine G. [D-VA-2] | D · VA | | Feb 4, 2021 |
| Rep. Lynch, Stephen F. [D-MA-8] | D · MA | | Feb 4, 2021 |
| Rep. Malinowski, Tom [D-NJ-7] | D · NJ | | Feb 4, 2021 |
| Rep. Maloney, Carolyn B. [D-NY-12] | D · NY | | Feb 4, 2021 |
| Rep. Maloney, Sean Patrick [D-NY-18] | D · NY | | Feb 4, 2021 |
| Rep. Matsui, Doris O. [D-CA-6] | D · CA | | Feb 4, 2021 |
| Rep. McBath, Lucy [D-GA-6] | D · GA | | Feb 4, 2021 |
| Rep. McCollum, Betty [D-MN-4] | D · MN | | Feb 4, 2021 |
| Rep. McEachin, A. Donald [D-VA-4] | D · VA | | Feb 4, 2021 |
| Rep. McGovern, James P. [D-MA-2] | D · MA | | Feb 4, 2021 |
| Rep. McNerney, Jerry [D-CA-9] | D · CA | | Feb 4, 2021 |
| Rep. Meeks, Gregory W. [D-NY-5] | D · NY | | Feb 4, 2021 |
| Rep. Meng, Grace [D-NY-6] | D · NY | | Feb 4, 2021 |
| Rep. Moore, Gwen [D-WI-4] | D · WI | | Feb 4, 2021 |
| Rep. Morelle, Joseph D. [D-NY-25] | D · NY | | Feb 4, 2021 |
| Rep. Moulton, Seth [D-MA-6] | D · MA | | Feb 4, 2021 |
| Rep. Mrvan, Frank J. [D-IN-1] | D · IN | | Feb 4, 2021 |

| Cosponsor | Party / State | Role | Date Joined |
|--|---------------|------|-------------|
| Rep. Nadler, Jerrold [D-NY-10] | D · NY | | Feb 4, 2021 |
| Rep. Napolitano, Grace F. [D-CA-32] | D · CA | | Feb 4, 2021 |
| Rep. Neguse, Joe [D-CO-2] | D · CO | | Feb 4, 2021 |
| Rep. Newman, Marie [D-IL-3] | D · IL | | Feb 4, 2021 |
| Rep. Norcross, Donald [D-NJ-1] | D · NJ | | Feb 4, 2021 |
| Rep. Ocasio-Cortez, Alexandria [D-NY-14] | D · NY | | Feb 4, 2021 |
| Rep. Omar, Ilhan [D-MN-5] | D · MN | | Feb 4, 2021 |
| Rep. Pallone, Frank, Jr. [D-NJ-6] | D · NJ | | Feb 4, 2021 |
| Rep. Panetta, Jimmy [D-CA-20] | D · CA | | Feb 4, 2021 |
| Rep. Pascrell, Bill, Jr. [D-NJ-9] | D · NJ | | Feb 4, 2021 |
| Rep. Payne, Donald M., Jr. [D-NJ-10] | D · NJ | | Feb 4, 2021 |
| Rep. Perlmutter, Ed [D-CO-7] | D · CO | | Feb 4, 2021 |
| Rep. Peters, Scott H. [D-CA-52] | D · CA | | Feb 4, 2021 |
| Rep. Pingree, Chellie [D-ME-1] | D · ME | | Feb 4, 2021 |
| Rep. Pocan, Mark [D-WI-2] | D · WI | | Feb 4, 2021 |
| Rep. Porter, Katie [D-CA-45] | D · CA | | Feb 4, 2021 |
| Rep. Pressley, Ayanna [D-MA-7] | D · MA | | Feb 4, 2021 |
| Rep. Price, David E. [D-NC-4] | D · NC | | Feb 4, 2021 |
| Rep. Quigley, Mike [D-IL-5] | D · IL | | Feb 4, 2021 |
| Rep. Raskin, Jamie [D-MD-8] | D · MD | | Feb 4, 2021 |
| Rep. Rice, Kathleen M. [D-NY-4] | D · NY | | Feb 4, 2021 |
| Rep. Ross, Deborah K. [D-NC-2] | D · NC | | Feb 4, 2021 |
| Rep. Roybal-Allard, Lucille [D-CA-40] | D · CA | | Feb 4, 2021 |
| Rep. Ruiz, Raul [D-CA-36] | D · CA | | Feb 4, 2021 |
| Rep. Ruppersberger, C. A. Dutch [D-MD-2] | D · MD | | Feb 4, 2021 |
| Rep. Rush, Bobby L. [D-IL-1] | D · IL | | Feb 4, 2021 |
| Rep. Ryan, Tim [D-OH-13] | D · OH | | Feb 4, 2021 |
| Rep. Sánchez, Linda T. [D-CA-38] | D · CA | | Feb 4, 2021 |
| Rep. Sarbanes, John P. [D-MD-3] | D · MD | | Feb 4, 2021 |
| Rep. Scanlon, Mary Gay [D-PA-5] | D · PA | | Feb 4, 2021 |
| Rep. Schakowsky, Janice D. [D-IL-9] | D · IL | | Feb 4, 2021 |
| Rep. Schiff, Adam B. [D-CA-28] | D · CA | | Feb 4, 2021 |
| Rep. Schneider, Bradley Scott [D-IL-10] | D · IL | | Feb 4, 2021 |
| Rep. Schrier, Kim [D-WA-8] | D · WA | | Feb 4, 2021 |
| Rep. Scott, David [D-GA-13] | D · GA | | Feb 4, 2021 |
| Rep. Scott, Robert C. "Bobby" [D-VA-3] | D · VA | | Feb 4, 2021 |
| Rep. Sewell, Terri A. [D-AL-7] | D · AL | | Feb 4, 2021 |
| Rep. Sherman, Brad [D-CA-30] | D · CA | | Feb 4, 2021 |
| Rep. Sherrill, Mikie [D-NJ-11] | D · NJ | | Feb 4, 2021 |
| Rep. Sires, Albio [D-NJ-8] | D · NJ | | Feb 4, 2021 |
| Rep. Smith, Adam [D-WA-9] | D · WA | | Feb 4, 2021 |
| Rep. Soto, Darren [D-FL-9] | D · FL | | Feb 4, 2021 |

| Cosponsor | Party / State | Role | Date Joined |
|--|---------------|------|--------------|
| Rep. Spanberger, Abigail Davis [D-VA-7] | D · VA | | Feb 4, 2021 |
| Rep. Speier, Jackie [D-CA-14] | D · CA | | Feb 4, 2021 |
| Rep. Stanton, Greg [D-AZ-9] | D · AZ | | Feb 4, 2021 |
| Rep. Stevens, Haley M. [D-MI-11] | D · MI | | Feb 4, 2021 |
| Rep. Strickland, Marilyn [D-WA-10] | D · WA | | Feb 4, 2021 |
| Rep. Suozzi, Thomas R. [D-NY-3] | D · NY | | Feb 4, 2021 |
| Rep. Swalwell, Eric [D-CA-15] | D · CA | | Feb 4, 2021 |
| Rep. Takano, Mark [D-CA-41] | D · CA | | Feb 4, 2021 |
| Rep. Thompson, Bennie G. [D-MS-2] | D · MS | | Feb 4, 2021 |
| Rep. Thompson, Mike [D-CA-5] | D · CA | | Feb 4, 2021 |
| Rep. Titus, Dina [D-NV-1] | D · NV | | Feb 4, 2021 |
| Rep. Tlaib, Rashida [D-MI-13] | D · MI | | Feb 4, 2021 |
| Rep. Tonko, Paul [D-NY-20] | D · NY | | Feb 4, 2021 |
| Rep. Torres, Norma J. [D-CA-35] | D · CA | | Feb 4, 2021 |
| Rep. Torres, Ritchie [D-NY-15] | D · NY | | Feb 4, 2021 |
| Rep. Trahan, Lori [D-MA-3] | D · MA | | Feb 4, 2021 |
| Rep. Trone, David J. [D-MD-6] | D · MD | | Feb 4, 2021 |
| Rep. Underwood, Lauren [D-IL-14] | D · IL | | Feb 4, 2021 |
| Rep. Vargas, Juan [D-CA-51] | D · CA | | Feb 4, 2021 |
| Rep. Veasey, Marc A. [D-TX-33] | D · TX | | Feb 4, 2021 |
| Rep. Vela, Filemon [D-TX-34] | D · TX | | Feb 4, 2021 |
| Rep. Velazquez, Nydia M. [D-NY-7] | D · NY | | Feb 4, 2021 |
| Rep. Wasserman Schultz, Debbie [D-FL-23] | D · FL | | Feb 4, 2021 |
| Rep. Watson Coleman, Bonnie [D-NJ-12] | D · NJ | | Feb 4, 2021 |
| Rep. Welch, Peter [D-VT-At Large] | D · VT | | Feb 4, 2021 |
| Rep. Wexton, Jennifer [D-VA-10] | D · VA | | Feb 4, 2021 |
| Rep. Wild, Susan [D-PA-7] | D · PA | | Feb 4, 2021 |
| Rep. Williams, Nikema [D-GA-5] | D · GA | | Feb 4, 2021 |
| Rep. Wilson, Frederica S. [D-FL-24] | D · FL | | Feb 4, 2021 |
| Rep. Yarmuth, John A. [D-KY-3] | D · KY | | Feb 4, 2021 |
| Rep. Bass, Karen [D-CA-37] | D · CA | | Feb 5, 2021 |
| Rep. Slotkin, Elissa [D-MI-8] | D · MI | | Feb 18, 2021 |
| Rep. Kelly, Robin L. [D-IL-2] | D · IL | | Apr 16, 2021 |
| Rep. Case, Ed [D-HI-1] | D · HI | | Jul 6, 2021 |
| Rep. Stansbury, Melanie Ann [D-NM-1] | D · NM | | Jul 13, 2021 |
| Rep. Manning, Kathy E. [D-NC-6] | D · NC | | Jul 16, 2021 |
| Rep. Gottheimer, Josh [D-NJ-5] | D · NJ | | Sep 14, 2021 |
| Rep. Carter, Troy [D-LA-2] | D · LA | | Oct 8, 2021 |
| Rep. Brown, Shontel M. [D-OH-11] | D · OH | | Nov 9, 2021 |
| Rep. Phillips, Dean [D-MN-3] | D · MN | | Jul 19, 2022 |
| Rep. Mfume, Kweisi [D-MD-7] | D · MD | | Nov 7, 2022 |

Committee Activity

| Committee | Chamber | Activity | Date |
|--------------------------|---------|-------------|-------------|
| Ways and Means Committee | House | Referred to | Feb 4, 2021 |

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

| Bill | Relationship | Last Action |
|-------------|----------------|--|
| 117 HR 8862 | Related bill | Nov 1, 2022: Referred to the Subcommittee on Crime, Terrorism, and Homeland Security. |
| 117 S 248 | Identical bill | Feb 4, 2021: Read twice and referred to the Committee on Finance. |

Summary (as of Feb 4, 2021)

Family and Medical Insurance Leave Act or the FAMILY Act

This bill entitles every employee to a family and medical leave insurance (FMLI) monthly benefit payment of two-thirds of the employee's regular pay, limited to a maximum of \$4,000, for not more than 60 days of qualified caregiving. The bill establishes the Office of Paid Family and Medical Leave within the Social Security Administration to administer the FMLI program.

An FMLI benefit payment must be coordinated with any periodic benefits received under a state or local temporary disability insurance or family leave program.

The bill imposes a tax on employers, employees, and self-employed individuals to fund FMLI benefits. It also establishes the Federal Family and Medical Leave Insurance Trust Fund to hold tax revenues.

Actions Timeline

- **Feb 4, 2021:** Introduced in House
- **Feb 4, 2021:** Referred to the House Committee on Ways and Means.
- **Feb 4, 2021:** Referred to the Subcommittee on Worker and Family Support.