

S 2574

FAIR Leave Act

Congress: 118 (2023–2025, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Jul 27, 2023

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. (Jul 27, 2023)

Official Text: <https://www.congress.gov/bill/118th-congress/senate-bill/2574>

Sponsor

Name: Sen. Ernst, Joni [R-IA]

Party: Republican • **State:** IA • **Chamber:** Senate

Cosponsors (3 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Sinema, Kyrsten [I-AZ]	I · AZ		Jul 27, 2023
Sen. Hassan, Margaret Wood [D-NH]	D · NH		Sep 5, 2023
Sen. Peters, Gary C. [D-MI]	D · MI		Dec 18, 2024

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Jul 27, 2023

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
118 HR 5037	Identical bill	Jul 27, 2023: Referred to the Committee on Education and the Workforce, and in addition to the Committees on House Administration, and Oversight and Accountability, 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.

FAIR Leave Act or the Fair Access for Individuals to Receive Leave Act

This bill eliminates a limitation on the amount of leave that spouses working for the same employer may access under the Family and Medical Leave Act (FMLA).

Under current law, an eligible individual may access up to 12 weeks of FMLA leave per year, but spouses with the same employer are required to share a total of 12 weeks of FMLA leave per year if the leave is taken for the birth of a child, the placement of a child with the employee for adoption or foster care, or to care for a parent with a serious health condition. The bill repeals this limitation, making each spouse eligible for up to 12 weeks of leave per year in these situations.

Actions Timeline

- **Jul 27, 2023:** Introduced in Senate
- **Jul 27, 2023:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.