

## HR 5037

### FAIR Leave Act

**Congress:** 118 (2023–2025, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Jul 27, 2023

**Current Status:** Referred to the Committee on Education and the Workforce, and in addition to the Committees on House

**Latest Action:** 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. (Jul 27, 2023)

**Official Text:** <https://www.congress.gov/bill/118th-congress/house-bill/5037>

### Sponsor

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**Name:** Rep. Porter, Katie [D-CA-47]

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

Cosponsors (27 total)

Cosponsor	Party / State	Role	Date Joined
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Jul 27, 2023
Rep. Allred, Colin Z. [D-TX-32]	D · TX		Jul 27, 2023
Rep. Beyer, Donald S., Jr. [D-VA-8]	D · VA		Jul 27, 2023
Rep. Cohen, Steve [D-TN-9]	D · TN		Jul 27, 2023
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Jul 27, 2023
Rep. Fitzpatrick, Brian K. [R-PA-1]	R · PA		Jul 27, 2023
Rep. Hinson, Ashley [R-IA-2]	R · IA		Jul 27, 2023
Rep. Kuster, Ann M. [D-NH-2]	D · NH		Jul 27, 2023
Rep. Lee, Barbara [D-CA-12]	D · CA		Jul 27, 2023
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Jul 27, 2023
Rep. Moulton, Seth [D-MA-6]	D · MA		Jul 27, 2023
Rep. Nadler, Jerrold [D-NY-12]	D · NY		Jul 27, 2023
Rep. Pocan, Mark [D-WI-2]	D · WI		Jul 27, 2023
Rep. Stevens, Haley M. [D-MI-11]	D · MI		Jul 27, 2023
Rep. Houlahan, Chrissy [D-PA-6]	D · PA		Aug 1, 2023
Rep. Wild, Susan [D-PA-7]	D · PA		Aug 1, 2023
Rep. Harder, Josh [D-CA-9]	D · CA		Oct 17, 2023
Rep. Dean, Madeleine [D-PA-4]	D · PA		Mar 15, 2024
Rep. Johnson, Henry C. "Hank" [D-GA-4]	D · GA		Mar 15, 2024
Rep. McBath, Lucy [D-GA-7]	D · GA		Mar 15, 2024
Rep. Spanberger, Abigail Davis [D-VA-7]	D · VA		Apr 29, 2024
Rep. DeSaulnier, Mark [D-CA-10]	D · CA		Jun 25, 2024
Rep. Carson, André [D-IN-7]	D · IN		Jun 26, 2024
Rep. Hayes, Jahana [D-CT-5]	D · CT		Jun 28, 2024
Rep. Larson, John B. [D-CT-1]	D · CT		Aug 27, 2024
Rep. Takano, Mark [D-CA-39]	D · CA		Sep 9, 2024
Rep. Keating, William R. [D-MA-9]	D · MA		Oct 29, 2024

Committee Activity

Committee	Chamber	Activity	Date
Committee on House Administration	House	Referred To	Jul 27, 2023
Education and Workforce Committee	House	Referred To	Jul 27, 2023
Oversight and Government Reform Committee	House	Referred To	Jul 27, 2023

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
118 S 2574	Identical bill	<b>Jul 27, 2023:</b> Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

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

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- **Jul 27, 2023:** Introduced in House
- **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.