



Bipartisan Policy Center

Answers to Questions for the Record from Robert “Bobby” Scott Adrienne Schweer, Fellow, Bipartisan Policy Center

- 1. Ms. Schweer, the Family and Medical Leave Act (FMLA) provides eligible workers with unpaid, job-protected leave for certain family and medical needs, including for a qualifying circumstance due to the covered active duty or call to active-duty status of a spouse, child, or parent in the military. Additionally, eligible employees can take up to 26 weeks of job-protected, unpaid leave during any 12-month period to care for a covered servicemember who is their immediate family member or next of kin. The FMLA’s coverage of leave related to a loved one’s military service is important, but the lack of compensation is a significant barrier. Can you describe the current landscape of paid leave benefits for civilians related to a loved one’s military service?**

There are many workers who would qualify for FMLA but lack access to a voluntary corporate paid leave or state paid leave program. Of the states that have implemented mandatory paid family and medical leave systems, California, New York, Washington, Massachusetts, Connecticut, Colorado, Maryland, Delaware, Minnesota, and Maine, [cover military exigency leave](#) when a family member is on active duty or is notified of an impending call to active duty, with varying leave lengths. Leave duration in these states is generally 12 weeks, with the exception of California, which only offers 8 weeks of leave. Additionally, [wage replacement varies](#) across these states, with most states using a progressive benefits scale and a weekly maximum benefit aligned with the leave benefits for all eligible employees in the state to cover civilians who take leave related to a loved one’s military service.

- 2. Ms. Schweer, H.R. 3089, the More Paid Leave for More Americans Act authorizes funding for a three-year competitive grant program, administered by the U.S. Department of Labor, for states that enact their own paid family leave laws, subject to minimum requirements. Do the minimum requirements for this grant require states to provide paid leave benefits in connection with a loved one’s military service? a. Would you support including leave benefits related to a loved one’s military service as a minimum requirement in H.R. 3089?**

The bill sets a baseline parental leave benefit requirement of two weeks and is meant to allow states the greatest flexibility in how they design other eligible paid leave reasons. That being said, we do encourage states to include military-related qualifying exigency or military caregiver leave as part of their policy.