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March 16, 2026

Adrienne Schweer  
Fellow  
Bipartisan Policy Center  
1420 Laburnum Street  
McLean, VA 22101

Dear Ms. Schweer:

Thank you again for testifying before the Subcommittee on Workforce Protections on February 24, 2026, at the hearing titled "Balancing Careers and Care: Examining Innovative Approaches to Paid Leave." Enclosed are additional questions following the hearing. Please provide a written response no later than April 6, 2026, for inclusion in the hearing record. The response should be sent to Kane Riddell of the Committee staff who can be contacted at (202) 226-3873 or [Kane.Riddell@mail.house.gov](mailto:Kane.Riddell@mail.house.gov).

We appreciate your contribution to the work of the Subcommittee.

Sincerely,

A handwritten signature in black ink that reads "Ryan Mackenzie".

Ryan Mackenzie  
Chairman  
Subcommittee on Workforce Protections

**Questions for the Record from  
REPRESENTATIVE ROBERT C. “BOBBY” SCOTT (D-VA)**

**Committee on Education and Workforce  
WP Subcommittee hearing titled: “Balancing Careers and Care: Examining Innovative  
Approaches to Paid Leave”**

**Tuesday, February 24, 2026  
10:15 A.M.**

**Question(s) for 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?
  
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?