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(Original Signature of Member)

117TH CONGRESS
1ST SESSION

H. R. _____

To provide paid family and medical leave to Federal employees, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mrs. CAROLYN B. MALONEY of New York introduced the following bill; which was referred to the Committee on _____

A BILL

To provide paid family and medical leave to Federal employees, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Comprehensive Paid
5 Leave for Federal Employees Act”.

6 **SEC. 2. PAID FAMILY AND MEDICAL LEAVE FOR FEDERAL**
7 **EMPLOYEES COVERED BY TITLE 5.**

8 Chapter 63 of title 5, United States Code, is amend-
9 ed—

1 (1) in section 6381, by amending paragraph
2 (1)(B) to read as follows:

3 “(B) has completed at least 12 months of
4 service—

5 “(i) as an employee (as defined in sec-
6 tion 2105) of the Government of the
7 United States, including service with the
8 United States Postal Service, the Postal
9 Regulatory Commission, and a non-
10 appropriated fund instrumentality as de-
11 scribed in section 2105(c); or

12 “(ii) on covered active duty as a mem-
13 ber of the National Guard or Reserves that
14 interrupts service described in clause (i);”;
15 and

16 (2) in section 6382—

17 (A) in subsection (a)—

18 (i) in paragraph (1)—

19 (I) in the matter preceding sub-
20 paragraph (A), by striking “12 ad-
21 ministrative workweeks of leave” and
22 inserting “12 administrative work
23 weeks of leave plus any additional pe-
24 riod of leave used under subsection
25 (d)(2)(B)(ii)”; and

1 (II) in subparagraph (B), by in-
2 serting “and in order to care for such
3 son or daughter” before the period;

4 (ii) by amending paragraph (2) to
5 read as follows:

6 “(2)(A) The entitlement to leave under sub-
7 paragraph (A) or (B) of paragraph (1) shall com-
8 mence at time of birth or placement of a son or
9 daughter and shall expire at the end of the 12-
10 month period beginning on the date of such birth or
11 placement.

12 “(B) Notwithstanding subparagraph (A), the
13 entitlement to leave under subparagraph (B) in con-
14 nection with adoption may commence prior to the
15 placement of the son or daughter to be adopted for
16 activities necessary to allow the adoption to pro-
17 ceed.”; and

18 (iii) in paragraph (4)—

19 (I) by striking “Subject to sub-
20 section (d)(2), during” and inserting
21 “During”; and

22 (II) by inserting “(or 26 adminis-
23 trative workweeks of leave plus any
24 additional period of leave used under
25 subsection (d)(2)(B)(ii))” after “26

1 administrative workweeks of leave”;

2 and

3 (B) in subsection (d)—

4 (i) in paragraph (1)—

5 (I) by striking the first sentence;

6 and

7 (II) by striking “under sub-

8 chapter I”; and

9 (ii) in paragraph (2)—

10 (I) in subparagraph (A), by strik-

11 ing “subparagraph (A) or (B)” and

12 inserting “subparagraph (A) through

13 (E)”;

14 (II) by striking “parental” in

15 each instance;

16 (III) in subparagraph (B)(i), by

17 striking “birth or placement involved”

18 and inserting “event giving rise to

19 such leave”;

20 (IV) by amending subparagraph

21 (E) to read as follows:

22 “(E) Nothing in this paragraph shall be

23 construed to modify the service requirement in

24 section 6381(1)(B).”;

1 (V) in subparagraph (F)(i), by
2 striking “An employee” and inserting
3 “With respect to leave described
4 under subparagraph (A) or (B) of
5 subsection (a)(1), an employee”; and

6 (VI) by adding at the end the fol-
7 lowing:

8 “(H) Notwithstanding paragraph (2)(B)(i),
9 with respect to any employee who received paid
10 leave for an event giving rise to such leave
11 under any other provision of law and who be-
12 comes subject to this section during the period
13 of eligibility for paid leave under this section
14 with respect to such event, any paid leave for
15 such event provided by this section shall be re-
16 duced by the total number of days of paid leave
17 taken by such employee under such other provi-
18 sion of law.”.

19 **SEC. 3. CONGRESSIONAL EMPLOYEES UNDER THE CON-**
20 **GRESSIONAL ACCOUNTABILITY ACT OF 1995.**

21 Section 202 of the Congressional Accountability Act
22 of 1995 (2 U.S.C. 1312), is amended—

23 (1) in subsection (a)—

24 (A) paragraph (1)—

25 (i) in the second sentence—

1 (I) by striking “subsection
2 (a)(1)(A) or (B)” and inserting
3 “under any of subsections (a)(1)(A)
4 through (E)”;

5 (II) by inserting “and in the case
6 of leave that includes leave for such
7 an event, the period of leave to which
8 a covered employee is entitled under
9 section 102(a)(1) of such Act shall be
10 12 administrative workweeks of leave
11 plus any additional period of leave
12 used under subsection (d)(2)(B) of
13 this section” before the period; and

14 (ii) by striking the third sentence and
15 inserting the following: “For purposes of
16 applying section 102(a)(4) of such Act, in
17 the case of leave that includes leave under
18 any of subparagraphs (A) through (E) of
19 section 102(a)(1) of such Act, a covered
20 employee is entitled, under paragraphs (1)
21 and (3) of section 102(a) of such Act, to
22 a combined total of 26 workweeks of leave
23 plus any additional period of leave used
24 under subsection (d)(2)(B) of this sec-
25 tion.”; and

1 (B) in paragraph (2), by amending sub-
2 paragraph (B) to read as follows:

3 “(B) except for leave described under sec-
4 tion 102(a)(3) of such Act, the term ‘eligible
5 employee’ as used in that Act means a covered
6 employee.”; and

7 (2) in subsection (d)—

8 (A) in the subsection heading, by striking
9 “PARENTAL LEAVE” and inserting “FAMILY
10 AND MEDICAL LEAVE”;

11 (B) by striking “subparagraph (A) or (B)”
12 and inserting “any of subparagraphs (A)
13 through (E)”;

14 (C) by striking “parental” in each in-
15 stance; and

16 (D) in paragraph (2)(A), by striking “birth
17 or placement involved” and inserting “event
18 giving rise to such leave”.

19 **SEC. 4. GAO, LIBRARY OF CONGRESS, POSTAL SERVICE,**
20 **AND POSTAL REGULATORY COMMISSION EM-**
21 **PLOYEES.**

22 The Family and Medical Leave Act of 1993 (29
23 U.S.C. 2612), is amended—

24 (1) in section 101(2)(E)—

1 (A) in the subparagraph heading, by in-
2 serting “USPS, AND POSTAL REGULATORY
3 COMMISSION” after “GAO”;

4 (B) by inserting “the United States Postal
5 Service, or the Postal Regulatory Commission”
6 after “ Government Accountability Office”; and

7 (C) by striking “section 102(a)(1)(A) or
8 (B)” and inserting “section 102(a)(1)(A)
9 through (E)”;
10 (2) in section 102(a)(3)—

11 (A) in the paragraph heading, by inserting
12 “USPS, AND POSTAL REGULATORY COMMIS-
13 SION” after “GAO”;

14 (B) by striking “the Government Account-
15 ability Office” in each instance and inserting
16 “the Government Accountability Office, the
17 United States Postal Service, or the Postal
18 Regulatory Commission”;

19 (C) by striking “parental” in each instance
20 and inserting “family and medical” ;

21 (D) in subparagraph (A), by striking “sub-
22 paragraph (A) or (B)” and inserting “subpara-
23 graphs (A) through (E)”;

1 (E) in subparagraph (B)(i), by striking
2 “birth or placement involved” and inserting
3 “event giving rise to such leave”; and
4 (3) by adding at the end of section 102(a) the
5 following:

6 “(6) SPECIAL RULES ON PERIOD OF LEAVE.—
7 With respect to an employee of the Government Ac-
8 countability Office, the Library of Congress, the
9 United States Postal Service, or the Postal Regu-
10 latory Commission—

11 “(A) in the case of leave that includes
12 leave under subparagraph (A) through (E) of
13 paragraph (1), the employee shall be entitled to
14 12 administrative workweeks of leave plus any
15 additional period of leave used under subsection
16 (d)(3)(B)(ii) of this section or section
17 202(d)(2)(B) of the Congressional Account-
18 ability Act of 1995 (2 U.S.C. 1312(d)(2)(B)),
19 as the case may be; and

20 “(B) for the purposes of paragraph (4),
21 the employee is entitled, under paragraphs (1)
22 and (3), to a combined total of 26 workweeks
23 of leave plus, if applicable, any additional pe-
24 riod of leave used under subsection (d)(3)(B)(ii)
25 of this section or section 202(d)(2)(B) of the

1 Congressional Accountability Act of 1995 (2
2 U.S.C. 1312(d)(2)(B)), as the case may be.”.

3 **SEC. 5. EMPLOYEES OF THE EXECUTIVE OFFICE OF THE**
4 **PRESIDENT.**

5 Section 412 of title 3, United States Code, is amend-
6 ed—

7 (1) in subsection (a)(3), by striking “or (B)”
8 and inserting “through (E)”; and

9 (2) in subsection (c), by striking “or (B)” in
10 each instance and inserting “through (E)”.

11 **SEC. 6. FAA AND TSA EMPLOYEES.**

12 Section 40122(g)(5) of title 49, United States Code,
13 is amended—

14 (1) in the paragraph heading, by striking “PA-
15 RENTAL”; and

16 (2) by striking “parental” in each instance.

17 **SEC. 7. TITLE 38 EMPLOYEES.**

18 Not later than 30 days after the date of enactment
19 of this Act, the Secretary of Veterans Affairs shall modify
20 the family and medical leave program provided by oper-
21 ation of section 7425(c) of title 38, United States Code,
22 to conform with this Act and the amendments made by
23 this Act.

1 **SEC. 8. DISTRICT OF COLUMBIA COURTS AND DISTRICT OF**
2 **COLUMBIA PUBLIC DEFENDER SERVICE.**

3 (a) DISTRICT OF COLUMBIA COURTS.—Subsection
4 (d) of section 11-1726, District of Columbia Official Code,
5 is amended to read as follows:

6 “(d) In carrying out the family and medical leave act
7 of 1993 (29 U.S.C. 2601 et seq.) with respect to non-judi-
8 cial employees of the District of Columbia courts, the
9 Joint Committee on Judicial Administration shall, not-
10 withstanding any provision of such Act, establish a paid
11 family and medical leave program for the leave described
12 in subparagraphs (A) through (E) of section 102(a)(1) of
13 such Act (29 U.S.C. 2612(a)(1)). In developing the terms
14 and conditions for this program, the Joint Committee may
15 be guided by the terms and conditions applicable to the
16 provision of paid family and medical leave for employees
17 of the Federal Government under chapter 63 of title 5,
18 United States Code, and any corresponding regulations.”.

19 (b) DISTRICT OF COLUMBIA PUBLIC DEFENDER
20 SERVICE.—Subsection (d) of section 305 of the District
21 of Columbia Court Reform and Criminal Procedure Act
22 of 1970 (sec. 21605, D.C. Official Code) is amended to
23 read as follows:

24 “(d) In carrying out the Family and Medical Leave
25 Act of 1993 (29 U.S.C. 2601 et seq.) with respect to em-
26 ployees of the Service, the Director shall, notwithstanding

1 any provision of such Act, establish a paid leave program
2 for the leave described in subparagraphs (A) through (E)
3 of section 102(a)(1) of such Act (29 U.S.C. 2612(a)(1)).
4 In developing the terms and conditions for this program,
5 the Director may be guided by the terms and conditions
6 applicable to the provision of paid family and medical leave
7 for employees of the Federal Government under chapter
8 63 of title 5, United States Code, and any corresponding
9 regulations.”.