

Preliminary estimate

Proposal: Enact H.R. 564, which would provide 12 weeks of paid leave for all FMLA purposes¹

7/16/2021

(amounts in *millions*)

	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>	<u>2030</u>	<u>2031</u>	<u>Total</u> <u>2022-2026</u>	<u>Total</u> <u>2022-2031</u>
	Changes in Direct Spending²												
Estimated Budget Authority	\$ -	\$ *	\$ *	\$ 1	\$ 2	\$ 3	\$ 5	\$ 7	\$ 9	\$ 11	\$ 14	\$ 7	\$ 53
Estimated Outlays	\$ -	\$ *	\$ *	\$ 1	\$ 2	\$ 3	\$ 5	\$ 7	\$ 9	\$ 11	\$ 14	\$ 7	\$ 53

NOTES:

Assumes enactment at the end of fiscal year 2021 or early fiscal year 2022. Assumes that implementation occurs six months after enactment.

Estimate is in relation to CBO's July 2021 Baseline.

¹The Federal Employee Paid Leave Act (P.L. 116-92) already provides federal employees with paid leave for use after the birth, adoption, or fostering of a new child.

²Amounts do not include the effects on the US Postal Service. Enacting H.R. 564 would increase off-budget direct spending for the postal service by a significant amount over the five-year period. In CBO's baseline, the USPS runs out of available resources by 2031. As a result, increases in direct spending in the near term would require the agency to reduce its expenses by 2031 to accommodate those additional costs. As a result, the net effect on off-budget direct spending from the USPS over the 2021-2031 period would be zero.