

107TH CONGRESS  
2D SESSION

# H. R. 3915

To amend title 5, United States Code, to provide that, of the total amount of family leave available to a Federal employee based on the birth of a child or the placement of a child with the employee for adoption or foster care, at least one-half of that time shall be leave with pay.

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 7, 2002

Mrs. MALONEY of New York (for herself, Mr. TOM DAVIS of Virginia, Mr. HOYER, Mr. FRANK, Mr. ABERCROMBIE, Mr. FROST, Ms. MILLENDER-MCDONALD, Ms. DELAURO, Ms. BALDWIN, Ms. CARSON of Indiana, Ms. KILPATRICK, Mr. OWENS, and Ms. NORTON) introduced the following bill; which was referred to the Committee on Government Reform

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## A BILL

To amend title 5, United States Code, to provide that, of the total amount of family leave available to a Federal employee based on the birth of a child or the placement of a child with the employee for adoption or foster care, at least one-half of that time shall be leave with pay.

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 “Federal Employees  
5 Paid Parental Leave Act of 2002”.

1 **SEC. 2. PAID LEAVE.**

2 (a) IN GENERAL.—Section 6382 of title 5, United  
3 States Code, is amended by adding at the end the fol-  
4 lowing:

5 “(f)(1) Of the 12 weeks of leave available to an em-  
6 ployee under subsection (a)(1)(A) or (B) during any 12-  
7 month period based on a birth or placement, up to one-  
8 half of that time (as the employee may designate in con-  
9 formance with applicable requirements under paragraph  
10 (3)) shall be with pay.

11 “(2) Paid leave under this subsection shall be in addi-  
12 tion to any annual or sick leave which the employee may  
13 otherwise elect to use under subsection (d) as part of the  
14 same 12-week period.

15 “(3) The Office shall prescribe any regulations nec-  
16 essary to carry out this subsection, including the manner  
17 in which an employee may designate any day or other pe-  
18 riod that such employee wishes to have treated as a period  
19 of paid leave under this subsection.”.

20 (b) TECHNICAL AND CONFORMING AMENDMENTS.—  
21 Section 6382 of title 5, United States Code, is amended—

22 (1) in subsection (c), by striking “(d),” and in-  
23 serting “(d) or (f),”; and

24 (2) in subsection (d), by inserting “any unpaid”  
25 after “substitute for”.

1 **SEC. 3. EFFECTIVE DATE.**

2       The amendments made by this Act shall not be effec-  
3 tive with respect to any birth or placement occurring be-  
4 fore the end of the 6-month period beginning on the date  
5 of enactment of this Act.

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