

103^D CONGRESS
1ST SESSION

H. R. 2437

To amend title 5, United States Code, to allow Federal employees to take parental leave for purposes of participating in or attending certain education-related activities.

IN THE HOUSE OF REPRESENTATIVES

JUNE 16, 1993

Mrs. SCHROEDER introduced the following bill; which was referred to the Committee on Post Office and Civil Service

A BILL

To amend title 5, United States Code, to allow Federal employees to take parental leave for purposes of participating in or attending certain education-related activities.

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. PARENTAL LEAVE FOR EDUCATION-RELATED**
4 **ACTIVITIES.**

5 (a) IN GENERAL.—(1) Subchapter II of chapter 63
6 of title 5, United States Code, is amended by adding at
7 the end the following:

1 **“§ 6327. Parental leave for education-related activi-**
2 **ties**

3 “(a) For the purpose of this section—

4 “(1) the term ‘dependent’ means a child under
5 subparagraph (A) or (B) of section 8341(a)(4); and

6 “(2) the term ‘intimidate, threaten, or coerce’
7 includes promising to confer or conferring any bene-
8 fit (such as appointment, promotion, or compensa-
9 tion), or effecting or threatening to effect any re-
10 prisal (such as deprivation of appointment, pro-
11 motion, or compensation).

12 “(b)(1) Subject to paragraph (2) and subsection (c),
13 an employee is entitled to 1 day of leave in each calendar
14 year, without loss of, or reduction in, pay, leave to which
15 such employee is otherwise entitled, credit for time or serv-
16 ice, or performance or efficiency rating, in order to partici-
17 pate in or attend activities of a school which is attended
18 by a dependent of such employee.

19 “(2) In the case of an employee serving on a part-
20 time basis who is entitled to leave under this section, the
21 length of the ‘day’ under paragraph (1) shall be prorated
22 in accordance with regulations prescribed under sub-
23 section (d).

24 “(c) An employee shall be eligible for leave under this
25 section if such employee—

26 “(1) is employed in an Executive agency; and

1 “(2) has performed at least 12 months of serv-
2 ice as an employee (continuously or otherwise) in 1
3 or more Executive agencies.

4 “(d)(1) The Office of Personnel Management shall
5 prescribe such regulations as may be necessary to carry
6 out this section.

7 “(2) Such regulations—

8 “(A) may include provisions under which leave
9 under this section may, at the option of the em-
10 ployee, be used in units of hours or other periods al-
11 lowable under the regulations; but

12 “(B) may not—

13 “(i) make an employee ineligible for leave
14 under this section by virtue of the fact that
15 such employee is serving on a temporary or
16 intermittent basis; or

17 “(ii) for purposes of any determination
18 under subsection (c)(2), exclude prior service by
19 virtue of the fact that such service was per-
20 formed on a temporary or intermittent basis.

21 “(e) Leave which is available to an employee under
22 this section in a year, but which is not used by such em-
23 ployee, shall not accumulate for use in a succeeding year.

24 “(f) An employee may not directly or indirectly in-
25 timidate, threaten, or coerce, or attempt to intimidate,

1 threaten, or coerce, any other employee for the purpose
2 of interfering with such other employee's rights under the
3 preceding provisions of this section.”.

4 (2) The table of sections for chapter 63 of title 5,
5 United States Code, is amended by adding after the item
6 relating to section 6326 the following:

“6327. Parental leave for education-related activities.”.

7 (b) TECHNICAL AMENDMENT.—Section 6129 of title
8 5, United States Code, is amended by inserting “6327,”
9 after “6326,”.

10 **SEC. 2. EFFECTIVE DATE; CREDITABILITY OF SERVICE.**

11 (a) EFFECTIVE DATE.—This Act shall take effect as
12 of the first day of the calendar year in which this Act is
13 enacted.

14 (b) CREDITABILITY OF SERVICE.—To determine if
15 an individual satisfies the requirement under section
16 6327(c)(2) of title 5, United States Code, as amended by
17 this Act, service shall be taken into account without regard
18 to whether performed before, on, or after the date of en-
19 actment of this Act.

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