

103<sup>D</sup> CONGRESS  
1<sup>ST</sup> SESSION

# H. R. 2751

To amend title 5, United States Code, to provide for the granting of leave to Federal employees wishing to serve as bone-marrow or organ donors, and to allow Federal employees to use sick leave for purposes relating to the adoption of a child.

---

## IN THE HOUSE OF REPRESENTATIVES

JULY 27, 1993

Mr. ACKERMAN (for himself, Mr. HOYER, Mr. WOLF, Mr. YOUNG of Florida, Mr. HYDE, and Mrs. MORELLA) 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 provide for the granting of leave to Federal employees wishing to serve as bone-marrow or organ donors, and to allow Federal employees to use sick leave for purposes relating to the adoption of a child.

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        Humanitarian Leave Act of 1993”.

1 **SEC. 2. AVAILABILITY OF PAID LEAVE TO SERVE AS A**  
2 **BONE-MARROW OR ORGAN DONOR.**

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

6 **“§6327. Absence in connection with serving as a**  
7 **bone-marrow or organ donor**

8 “(a) An employee in or under an Executive agency  
9 is entitled to leave without loss of or reduction in pay,  
10 leave to which otherwise entitled, credit for time or service,  
11 or performance or efficiency rating, for the time necessary  
12 to permit such employee to serve as a bone-marrow or  
13 organ donor.

14 “(b) Not to exceed 7 days of leave may be used under  
15 this section by an employee in a calendar year.

16 “(c) The Office of Personnel Management may pre-  
17 scribe regulations for the administration of this section.

18 “(d) Leave under this section may not be used after  
19 September 30, 1995.”.

20 (b) TECHNICAL AMENDMENTS.—(1) Section 6129 of  
21 title 5, United States Code, is amended by inserting  
22 “6327,” after “6326,”.

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

“6327. Absence in connection with serving as a bone-marrow or organ donor.”.

1 **SEC. 3. USE OF SICK LEAVE IN ADOPTING A CHILD.**

2 (a) IN GENERAL.—Section 6307 of title 5, United  
3 States Code, is amended—

4 (1) by redesignating subsection (c) as sub-  
5 section (d);

6 (2) by inserting after subsection (b) the follow-  
7 ing:

8 “(c)(1) Sick leave provided by this section may be  
9 used for purposes relating to the adoption of a child.

10 “(2) Sick leave may not be used for purposes relating  
11 to the adoption of a child, pursuant to this subsection,  
12 after September 30, 1995.”; and

13 (3) in subsection (d) (as so redesignated by  
14 paragraph (1)), by inserting “or for purposes relat-  
15 ing to the adoption of a child,” after “ailment,”.

16 (b) TECHNICAL AMENDMENT.—Section 6129 of title  
17 5, United States Code, is amended by striking “6307 (a)  
18 and (c),” and inserting “6307 (a) and (d),”.

19 (c) ELECTION TO HAVE ANNUAL LEAVE RE-  
20 STORED.—(1) The Office of Personnel Management shall  
21 prescribe regulations under which any employee who used  
22 or uses annual leave for an adoption-related purpose, after  
23 September 30, 1991, and before the date as of which sick  
24 leave first becomes available for such purpose as a result  
25 of the enactment of this section, may, upon appropriate  
26 written application, elect to have such employee’s leave ac-

1 counts adjusted to reflect the amount of annual leave and  
2 sick leave, respectively, which would remain had sick leave  
3 been used instead of all or any portion of the annual leave  
4 actually used, as designated by the employee.

5 (2) An application under this subsection may not be  
6 approved unless it is submitted—

7 (A) within 1 year after the date of the enact-  
8 ment of this Act or such later date as the Office  
9 may prescribe;

10 (B) in such form and manner as the Office  
11 shall require; and

12 (C) by an individual who is an employee as of  
13 the time of application.

14 (3) For the purpose of this subsection, the term “em-  
15 ployee” has the meaning given such term in section  
16 6301(2) of title 5, United States Code.

○