

110TH CONGRESS  
1ST SESSION

# S. 80

To amend title 5, United States Code, to provide for 8 weeks of paid leave for Federal employees giving birth, and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

JANUARY 4, 2007

Mr. STEVENS (for himself, Ms. MURKOWSKI, and Mrs. HUTCHISON) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

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## A BILL

To amend title 5, United States Code, to provide for 8 weeks of paid leave for Federal employees giving birth, 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 “Executive Branch  
5 Family Leave Act”.

6 **SEC. 2. PAID LEAVE FOR EXECUTIVE BRANCH EMPLOYEES.**

7 Section 6382(d) of title 5, United States Code, is  
8 amended—

1           (1) by striking “An employee” and inserting  
2           “(1) An employee”; and

3           (2) by adding at the end the following:

4           “(2)(A) Leave granted under subsection (a)(1)(D) to  
5 an employee who gives birth shall include paid leave for  
6 a contiguous period immediately following the birth, to as-  
7 sist in the employee’s recovery. The employee shall be enti-  
8 tled to the paid leave for 7 contiguous administrative  
9 workweeks, or for such lesser amount of leave time as is  
10 available to the employee under subsection (a)(1).

11          “(B) Leave granted under subsection (a)(1)(A) to an  
12 employee because of the birth of a son or daughter of the  
13 employee shall include paid leave. The employee shall be  
14 entitled to the paid leave for 1 administrative workweek,  
15 or for such lesser amount of leave time as is available to  
16 the employee under subsection (a)(1).

17          “(3) Leave granted under subsection (a)(1)(B) to an  
18 employee because of the placement of a son or daughter  
19 with the employee for adoption or foster care shall include  
20 paid leave. The employee shall be entitled to the paid leave  
21 for 1 administrative workweek, or for such lesser amount  
22 of leave time as is available to the employee under sub-  
23 section (a)(1).”.

1 **SEC. 3. RESPONSIBLE PARENTING LEAVE FOR EXECUTIVE**  
 2 **BRANCH EMPLOYEES.**

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

6 “(3)(A) In addition to any leave provided under sub-  
 7 section (a)(1), an employee shall be entitled to a total of  
 8 8 hours of paid leave, which may be taken intermittently  
 9 during any 12-month period, to accompany the employee’s  
 10 son or daughter to—

11 “(i) a medical or dental appointment;

12 “(ii) an appointment with a teacher or other of-  
 13 ficial of the sons’s or daughter’s school; or

14 “(iii) a school function of the son’s or daugh-  
 15 ter’s school.

16 “(B) Subparagraph (A) applies separately to each  
 17 son or daughter of an employee.”.

18 (b) NOTICE.—Section 6382(e) of such title is amend-  
 19 ed by adding at the end the following:

20 “(3) In any case in which the necessity for leave  
 21 under subsection (a)(3) is foreseeable, the employee shall  
 22 provide the employing agency with not less than 7 days’  
 23 notice, before the date the leave is to begin, of the employ-  
 24 ee’s intention to take leave under such subsection. If the  
 25 necessity for the leave is not foreseeable, the employee  
 26 shall provide such notice as is practicable.”.

1       (c) CERTIFICATION.—Section 6383 of such title is  
2 amended by adding at the end the following:

3       “(f) An employing agency may require that a request  
4 for leave under section 6382(a)(3) be supported by a cer-  
5 tification issued at such time and in such manner as the  
6 Office of Personnel Management may by regulation pre-  
7 scribe.”.

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