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# AMENDMENT TO H.R. 5781, AS REPORTED OFFERED BY MR. PATRICK J. MURPHY OF PENNSYLVANIA

Redesignate section 5 as section 6 and insert after section 4 the following:

**SEC. 5. PARENTAL INVOLVEMENT LEAVE.**

(a) AMENDMENT TO TITLE 5.—Section 6382 of title 5, United States Code, is amended by adding at the end the following:

"(f)(1) In addition to leave provided in subsection (a)(1), an employee shall be entitled to unpaid leave not to exceed 4 hours in any 30-day period and not to exceed 24 hours in any 12-month period for any of the following purposes:

"(A) To participate in preschool or school activities directly related to the academic educational advancement of the employee's child, stepchild, foster child, or ward, including—

"(i) attending a parent-teacher conference or school committee meeting;

"(ii) participation in school-sponsored tutoring or school-sponsored volunteer program;

1 "(iii) attending a field trip, classroom
2 program, or academic competition;
3 "(iv) assisting with athletic, music, or
4 theater programs.
5 "(B) To attend or to accompany the em-
6 ployee's child, stepchild, foster child, or ward to
7 routine medical or dental appointments.
8 "(2) The employing agency may require that leave
9 under paragraph (1) be taken in a minimum of 2-hour
10 segments. Leave under paragraph (1) that is unused may
11 not be carried over to the next year and is not compen-
12 sable to the employee at the time of retirement.
13 "(3) An employee shall make a reasonable effort to
14 schedule appointments for which leave may be taken under
15 this subsection outside of regular work hours. An em-
16 ployee shall provide the employing agency with the earliest
17 possible notice, but in no case later than 7 days, before
18 leave is to be taken except in the case of an emergency.
19 In this paragraph the term 'emergency' means cir-
20 cumstances where the required 7-day notice could have a
21 significant adverse impact on the son or daughter of the
22 employee.
23 "(4) Leave provided under paragraph (1) may consist
24 of unpaid leave. An employee may elect to substitute any

1 paid vacation or personal leave for leave provided under
2 paragraph (1).".
3 (b) AMENDMENT TO THE CONGRESSIONAL ACCOUNT-
4 ABILITY ACT OF 1995.—Section 202 of the Congressional
5 Accountability Act of 1995 is amended by adding at the
6 end the following:
7 "(f) PARENTAL INVOLVEMENT LEAVE.—
8 "(1) ENTITLEMENT TO LEAVE.—In addition to
9 leave provided in subsection (a)(1), a covered em-
10 ployee shall be entitled to unpaid leave not to exceed
11 4 hours in any 30-day period and not to exceed 24
12 hours in any 12-month period for any of the fol-
13 lowing purposes:
14 "(A) To participate in preschool or school
15 activities directly related to the academic edu-
16 cational advancement of the employee's child,
17 stepchild, foster child, or ward, including—
18 "(i) attending a parent-teacher con-
19 ference or school committee meeting;
20 "(ii) participation in school-sponsored
21 tutoring or school-sponsored volunteer pro-
22 gram;
23 "(iii) attending a field trip, classroom
24 program, or academic competition;

1 "(iv) assisting with athletic, music, or
2 theater programs.
3 "(B) To attend or to accompany the cov-
4 ered employee's child, stepchild, foster child, or
5 ward to routine medical or dental appointments.
6 "(2) LIMITATIONS.—The employing office may
7 require that leave under paragraph (1) be taken in
8 a minimum of 2-hour segments. Leave under para-
9 graph (1) that is unused may not be carried over to
10 the next year and is not compensable to the covered
11 employee at the time of retirement.
12 "(3) SCHEDULING AND NOTICE.—A covered
13 employee shall make a reasonable effort to schedule
14 appointments for which leave may be taken under
15 this subsection outside of regular work hours. A cov-
16 ered employee shall provide the employing office
17 with the earliest possible notice, but in no case later
18 than 7 days, before leave is to be taken except in the
19 case of an emergency. In this paragraph the term
20 'emergency' means circumstances where the required
21 7-day notice could have a significant adverse impact
22 on the son or daughter of the covered employee.
23 "(4) RELATIONSHIP TO PAID LEAVE.—Leave
24 provided under paragraph (1) may consist of unpaid
25 leave. A covered employee may elect to substitute

1 any paid vacation or personal leave for leave pro-
2 vided under paragraph (1).".
3 (c) AMENDMENT TO THE FAMILY AND MEDICAL
4 LEAVE ACT OF 1993 REGARDING GAO AND LIBRARY OF
5 CONGRESS EMPLOYEES.—Section 102 of the Family and
6 Medical Leave Act of 1993 (29 U.S.C. 1612) is amended
7 by adding at the end the following:
8 "(f) PARENTAL INVOLVEMENT LEAVE FOR GAO AND
9 LIBRARY OF CONGRESS EMPLOYEES.—
10 "(1) ENTITLEMENT TO LEAVE.—In addition to
11 leave provided in subsection (a)(1), an employee of
12 an employer described in section 101(4)(A)(iv) shall
13 be entitled to unpaid leave not to exceed 4 hours in
14 any 30-day period and not to exceed 24 hours in any
15 12-month period for any of the following purposes:
16 "(A) To participate in preschool or school
17 activities directly related to the academic edu-
18 cational advancement of such employee's child,
19 stepchild, foster child, or ward, including—
20 "(i) attending a parent-teacher con-
21 ference or school committee meeting;
22 "(ii) participation in school-sponsored
23 tutoring or school-sponsored volunteer pro-
24 gram;

1 "(iii) attending a field trip, classroom
2 program, or academic competition;
3 "(iv) assisting with athletic, music, or
4 theater programs.
5 "(B) To attend or to accompany such em-
6 ployee's child, stepchild, foster child, or ward to
7 routine medical or dental appointments.
8 "(2) LIMITATIONS.—The employer described in
9 section 101(4)(A)(iv) may require that leave under
10 paragraph (1) be taken in a minimum of 2-hour seg-
11 ments. Leave under paragraph (1) that is unused
12 may not be carried over to the next year and is not
13 compensable to the employee at the time of retire-
14 ment.
15 "(3) SCHEDULING AND NOTICE.—An employee
16 of an employer described in section 101(4)(A)(iv)
17 shall make a reasonable effort to schedule appoint-
18 ments for which leave may be taken under this sub-
19 section outside of regular work hours. Such em-
20 ployee shall provide the employer with the earliest
21 possible notice, but in no case later than 7 days, be-
22 fore leave is to be taken except in the case of an
23 emergency. In this paragraph the term 'emergency'
24 means circumstances where the required 7-day no-

1 tice could have a significant adverse impact on the
2 son or daughter of the employee.
3 "(4) RELATIONSHIP TO PAID LEAVE.—Leave
4 provided under paragraph (1) may consist of unpaid
5 leave. An employee may elect to substitute any paid
6 vacation or personal leave for leave provided under
7 paragraph (1).".