

116TH CONGRESS 1ST SESSION H. R. 3639

To direct the Secretary of State to establish a standard parental leave policy applicable to Department of State employees, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

July 9, 2019

Ms. Houlahan introduced the following bill; which was referred to the Committee on Foreign Affairs

A BILL

To direct the Secretary of State to establish a standard parental leave policy applicable to Department of State employees, 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 "Standardizing State
- 5 Department Parental Leave Act".
- 6 SEC. 2. STANDARDIZING DEPARTMENT PARENTAL LEAVE
- 7 POLICIES.
- 8 (a) Purpose.—The purpose of this Act is to—

- 1 (1) afford every employee at the Department of 2 State equal access to leave and workplace flexibilities 3 for childbirth, adoption, and foster care;
 - (2) encourage the Department to work towards a parental leave policy that will help recruit and retain a dynamic, multi-talented, and diverse workforce capable of meeting the national security and foreign policy goals of the United States; and
- 9 (3) determine the impacts of flexible leave poli-10 cies on recruitment and retention rates.
- 11 (b) Establishing Standard Parental Leave12 Policies.—
- 13 (1) IN GENERAL.—Not later than 120 days 14 after the date of the enactment of this Act, the Sec-15 retary of State shall establish and implement a 16 standard parental leave policy applicable to Depart-17 ment of State employees across all bureaus and of-18 fices within the Department and Missions abroad. 19 Nothing in this section shall be construed to provide 20 any new category of leave not otherwise provided by 21 law.
 - (2) Reports.—Not later than 180 days after the date of the enactment of this Act, the Secretary shall submit to the appropriate congressional committees a report describing—

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1	(A) the steps taken to implement the pol-
2	icy required under paragraph (1) across all bu-
3	reaus and offices within the Department and
4	Missions abroad; and
5	(B) any costs associated with such policy.
6	(3) Appropriate congressional commit-
7	TEES.—For purposes of paragraph (2), the term
8	"appropriate congressional committees" means—
9	(A) the Committee on Foreign Relations of
10	the Senate;
11	(B) the Committee on Appropriations of
12	the Senate;
13	(C) the Committee on Foreign Affairs of
14	the House of Representatives; and
15	(D) the Committee on Appropriations of
16	the House of Representatives.

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