

AMENDMENT TO H.R. 3352
OFFERED BY MS. HOULAHAN OF PENNSYLVANIA

At the end of title III, add the following:

1 **SEC. ____.** **STANDARDIZING DEPARTMENT PARENTAL**
2 **LEAVE POLICIES.**

3 (a) **PURPOSE.**—The purpose of this section is to—

4 (1) afford every employee at the Department
5 equal access to leave and workplace flexibilities for
6 childbirth, adoption, and foster care;

7 (2) encourage the Department to work towards
8 a parental leave policy that will help recruit and re-
9 tain a dynamic, multi-talented, and diverse work-
10 force capable of meeting the national security and
11 foreign policy goals of the United States; and

12 (3) determine the impacts of flexible leave poli-
13 cies on recruitment and retention rates.

14 (b) **ESTABLISHING STANDARD PARENTAL LEAVE**
15 **POLICIES.**—

16 (1) **IN GENERAL.**—Not later than 120 days
17 after the date of the enactment of this Act, the Sec-
18 retary shall establish and implement a standard pa-
19 rental leave policy applicable to Department employ-
20 ees across all bureaus and offices within the Depart-

1 ment and Missions abroad. Nothing in this section
2 shall be construed to provide any new category of
3 leave not otherwise provided by law.

4 (2) REPORTS.—Not later than 180 days after
5 the date of the enactment of this Act, the Secretary
6 shall submit to the appropriate congressional com-
7 mittees a report describing—

8 (A) the steps taken to implement the pol-
9 icy required under paragraph (1) across all bu-
10 reaus and offices within the Department and
11 Missions abroad; and

12 (B) any costs associated with such policy.

