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

At the end of title III, add the following:

SEC. ___. STANDARDIZING DEPARTMENT PARENTAL LEAVE POLICIES.

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

(1) afford every employee at the Department equal access to leave and workplace flexibilities 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

(3) determine the impacts of flexible leave policies on recruitment and retention rates.

(b) ESTABLISHING STANDARD PARENTAL LEAVE POLICIES.—

(1) IN GENERAL.—Not later than 120 days after the date of the enactment of this Act, the Secretary shall establish and implement a standard parental leave policy applicable to Department employees across all bureaus and offices within the Depart-
ment and Missions abroad. Nothing in this section shall be construed to provide any new category of leave not otherwise provided by 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—

(A) the steps taken to implement the policy required under paragraph (1) across all bureaus and offices within the Department and Missions abroad; and

(B) any costs associated with such policy.