116TH CONGRESS
2D SESSION

H. R. ______

To require an assessment of the policies, procedures, and practices of the Transportation Security Administration regarding Administration personnel who are parents or guardians of a dependent minor with child care needs or who are expectant parents or guardians of a dependent minor with child care needs, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mr. CORREA introduced the following bill; which was referred to the
Committee on ______

A BILL

To require an assessment of the policies, procedures, and practices of the Transportation Security Administration regarding Administration personnel who are parents or guardians of a dependent minor with child care needs or who are expectant parents or guardians of a dependent minor with child care needs, 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,
1 SECTION 1. SHORT TITLE.

This Act may be cited as the “TSA Child Care Availability and Resources for Employees Act” or the “TSA Child CARE Act”.

2 SEC. 2. TSA CHILD CARE AVAILABILITY ASSESSMENT.

(a) IN GENERAL.—Not later than 90 days after the date of the enactment of this Act, the Administrator of the Transportation Security Administration (TSA) shall commission an assessment of the policies, procedures, and practices of the Administration regarding Administration personnel who are parents or guardians of a dependent minor with child care needs or who are expectant parents or guardians of a dependent minor with child care needs. Such assessment shall also examine any impact on recruitment, retention, and career advancement of such policies, procedures, and practices. Such assessment shall be conducted by a federally funded research and development center established pursuant to section 305 of the Homeland Security Act of 2002 (6 U.S.C. 185) or a national academy or laboratory with appropriate expertise, as determined by the Administrator.

(b) CONTENTS.—The assessment required under subsection (a) shall include the following:

(1) An assessment of the impacts of TSA policies, procedures, and practices that relate to the following:
(A) Job requirements.

(B) Personnel management.

(C) Shift scheduling practices.

(2) An assessment of whether TSA provides adequate breaks for expectant mothers.

(3) An assessment of the efficacy of policies for Administration personnel who are lactating mothers.

(4) The feasibility of enhancing the availability of child care facilities and services for such personnel, including by providing needs-based subsidies and through collaboration with collocated Federal, State, or local agencies or businesses.

(5) Recommendations for improving such policies, procedures, and practices regarding such personnel who are parents or guardians of a dependent minor with child care needs or who are expectant parents or guardians of a dependent minor with child care needs.

(c) CONSULTATION.—The entity conducting the assessment required under subsection (a) shall consult with appropriate stakeholders, including labor organizations (including the labor organization representing security screening personnel), airport operators, air carriers, and other aviation industry stakeholders.
(d) Submission to Congress.—Not later than 90 days after the completion of the assessment required under subsection (a), the Administrator of the Transportation Security Administration shall submit to the Committee on Homeland Security of the House of Representatives and the Committee on Commerce, Science, and Transportation of the Senate such assessment, together with a plan for responding to such assessment, including timelines for implementing any recommendations included therein.