

119<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION

# H. R. 8041

To establish an entitlement to a supplemental period of unpaid parental leave for employees of the Department of Veterans Affairs.

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IN THE HOUSE OF REPRESENTATIVES

MARCH 24, 2026

Ms. BYNUM (for herself and Mr. CISCOMANI) introduced the following bill;  
which was referred to the Committee on Veterans' Affairs

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## A BILL

To establish an entitlement to a supplemental period of unpaid parental leave for employees of the Department of Veterans Affairs.

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 “Supporting VA Fami-  
5 lies Act”.

6 **SEC. 2. SUPPLEMENTAL PERIOD OF UNPAID PARENTAL**  
7 **LEAVE FOR DEPARTMENT OF VETERANS AF-**  
8 **FAIRS EMPLOYEES.**

9 (a) UNPAID PARENTAL LEAVE.—

1           (1) IN GENERAL.—Notwithstanding section  
2           7421 of title 38, United States Code, or any other  
3           provision of law, an employee of the Department of  
4           Veterans Affairs (including an employee who is ap-  
5           pointed in the Veterans Health Administration  
6           under any provision of chapter 74 of such title on  
7           a full-time basis in a position listed in section  
8           7421(b) of such title) shall be entitled to four ad-  
9           ministrative weeks of leave without pay during any  
10          12-month period due to—

11                   (A) the birth of a son or daughter of the  
12                   employee and to care for such son or daughter;

13                   or

14                   (B) the placement of a son or daughter  
15                   with the employee for adoption or foster care.

16          (2) EXPIRATION.—The entitlement to leave  
17          under paragraph (1) shall expire at the end of the  
18          12-month period beginning on the date of such birth  
19          or placement.

20          (b) SUPPLEMENT, NOT SUPPLANT.—The entitlement  
21          to leave under subsection (a) shall be in addition to any  
22          entitlement to leave under subchapter V of chapter 63 of  
23          title 5, United States Code, or, as applicable, section  
24          7425(c) of title 38, United States Code.

1           (c) DEFINITIONS.—In this section, the terms “em-  
2 ployee” and “son or daughter” have the meanings given  
3 such terms in section 6831 of title 5, United States Code.

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