

119TH CONGRESS
2D SESSION

H. R. 9261

To provide paid family and medical leave to Federal employees, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JUNE 11, 2026

Mr. BEYER (for himself, Mr. FITZPATRICK, and Ms. HOULAHAN) introduced the following bill; which was referred to the Committee on Oversight and Government Reform, and in addition to the Committees on Veterans' Affairs, and House Administration, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To provide paid family and medical leave to Federal 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 “Comprehensive Paid
5 Leave for Federal Employees Act”.

1 **SEC. 2. PAID FAMILY AND MEDICAL LEAVE FOR FEDERAL**
2 **EMPLOYEES COVERED BY TITLE 5.**

3 Chapter 63 of title 5, United States Code, is amend-
4 ed—

5 (1) in section 6381, by amending paragraph
6 (1)(B) to read as follows:

7 “(B) has completed at least 12 months of
8 service—

9 “(i) as an employee (as defined in sec-
10 tion 2105) of the Government of the
11 United States, including service with the
12 United States Postal Service, the Postal
13 Regulatory Commission, and a non-
14 appropriated fund instrumentality as de-
15 scribed in section 2105(c); or

16 “(ii) which qualifies as military service
17 (as defined in section 8401(31));”; and

18 (2) in section 6382—

19 (A) in subsection (a)—

20 (i) in paragraph (1)—

21 (I) in the matter preceding sub-
22 paragraph (A), by striking “12 ad-
23 ministrative workweeks of leave” and
24 inserting “12 administrative work
25 weeks of leave plus any additional pe-

1 riod of leave used under subsection
2 (d)(2)(B)(ii)”;

3 (II) in subparagraph (B), by in-
4 serting “and in order to care for such
5 son or daughter” before the period;
6 and

7 (III) by adding after subpara-
8 graph (E) the following:

9 “(F) In order to meet the needs of the em-
10 ployee, or a family member of the employee, who is
11 a victim of dating violence, domestic violence, sexual
12 assault, sex trafficking, or stalking to—

13 “(i) seek medical attention or treatment
14 for physical or psychological injuries related to
15 domestic violence, dating violence, sexual as-
16 sault, stalking, or trafficking;

17 “(ii) seek mental health or counseling serv-
18 ices for injuries and trauma related to domestic
19 violence, dating violence, sexual assault, stalk-
20 ing, or trafficking;

21 “(iii) seek services from a victim services
22 organization, including, but not limited to, a do-
23 mestic violence program, a sexual assault victim
24 service provider, a stalking victim service pro-
25 vider;

1 “(iv) seek civil or criminal legal services to
2 prepare for and participate in legal proceedings
3 related to domestic violence, sexual assault, dat-
4 ing violence stalking, or trafficking;

5 “(v) secure safe housing, including search-
6 ing for new housing, relocating, and installing
7 additional safety measures;

8 “(vi) in a case in which a family member
9 of the employee has been a victim of dating vio-
10 lence, domestic violence, sexual assault, sex
11 trafficking, or stalking, to assist the family
12 member in any of the activities described in
13 clauses (i) through (v);

14 “(vii) enroll a family member in a new
15 school or care arrangement; or

16 “(viii) take other steps necessary to protect
17 or restore their physical, mental, emotional,
18 spiritual, and economic well-being or the well-
19 being of a family member recovering from a
20 qualifying act of violence.”;

21 (ii) by amending paragraph (2) to
22 read as follows:

23 “(2)(A) The entitlement to leave under sub-
24 paragraph (A) or (B) of paragraph (1) shall com-
25 mence at time of birth or placement of a son or

1 daughter and shall expire at the end of the 12-
2 month period beginning on the date of such birth or
3 placement.

4 “(B) Notwithstanding subparagraph (A), the
5 entitlement to leave under subparagraph (B) in con-
6 nection with adoption may commence prior to the
7 placement of the son or daughter to be adopted for
8 activities necessary to allow the adoption to proceed.

9 “(C) An employee may use leave under para-
10 graph (1)(A) in the event that the employee experi-
11 ences any of the following:

12 “(i) A pregnancy loss.

13 “(ii) An unsuccessful round of intrauterine
14 insemination or of an assisted reproductive
15 technology procedure.

16 “(iii) A failed adoption match or an adop-
17 tion that is not finalized because it is contested
18 by another party.

19 “(iv) A failed surrogacy arrangement.

20 “(v) A diagnosis or event that impacts
21 pregnancy or fertility.

22 “(D) An employee may use leave under para-
23 graph (1)(A) in the event that the absence is nec-
24 essary to care for a spouse or domestic partner who

1 experiences a circumstance described in subpara-
2 graph (C).

3 “(E)(i) In the event that an employee gives
4 birth to a child under a surrogacy arrangement, the
5 employee may use leave under paragraph (1)(A)
6 during such recovery period.

7 “(ii) For an employee who gives birth to a child
8 under a surrogacy arrangement, the child shall be
9 considered to be the child of the employee for pur-
10 poses of determining entitlement to leave under this
11 subchapter notwithstanding the definition in section
12 6381(6).

13 “(F) In the event that a child dies during the
14 birth-giving parent’s post-birth recovery period, the
15 employee may use leave under paragraph (1)(A)
16 during such recovery period. In the case of the em-
17 ployee who is not the birth-giving parent, such leave
18 is available only to the extent the employee is pro-
19 viding care to the birth-giving parent. In these cir-
20 cumstances, an employee may not use leave under
21 paragraphs (1)(C) or (1)(D).”; and

22 (iii) in paragraph (4)—

23 (I) by striking “Subject to sub-
24 section (d)(2), during” and inserting
25 “During”; and

1 (II) by inserting “(or 26 adminis-
2 trative workweeks of leave plus any
3 additional period of leave used under
4 subsection (d)(2)(B)(ii))” after “26
5 administrative workweeks of leave”;

6 (B) by amending subsection (c) to read as
7 follows:

8 “(c) Leave granted under subsection (a)(1) shall be
9 paid leave, as provided in subsection (d)(2), except that
10 paid leave may not be provided for leave granted under
11 subparagraphs (A) or (B) of subsection (a)(1) if an em-
12 ployee does not enter into the required work obligation
13 agreement described in subsection (d)(2)(F). Leave grant-
14 ed under subsection (a)(3) shall be leave without pay un-
15 less annual or sick leave is substituted as provided in sub-
16 section (d)(1).”;

17 (C) in subsection (d)—

18 (i) in paragraph (1), by striking the
19 first sentence; and

20 (ii) in paragraph (2)—

21 (I) in subparagraph (A), by strik-
22 ing “subparagraph (A) or (B)” and
23 inserting “subparagraph (A) through
24 (E)”;

1 (II) by striking “parental” in
2 each instance;

3 (III) in the matter preceding
4 clause (i) of subparagraph (B), by
5 striking “subparagraph (A)” and in-
6 serting “any such subparagraph”;

7 (IV) in subparagraph (B)(i), by
8 striking “in connection with the birth
9 or placement involved” and inserting
10 “during any 12-month period (as ref-
11 erenced in subsection (a)(1)) for leave
12 granted under subsection (a)(1), ex-
13 cept that the total paid leave granted
14 for leave under subparagraph (A) or
15 (B) of subsection (a)(1) in connection
16 with a given birth or placement event
17 may not exceed 12 administrative
18 workweeks”;

19 (V) by amending subparagraph
20 (B)(ii) to read as follows:

21 “(ii) in addition to the 12 administra-
22 tive workweeks under clause (i), any an-
23 nual or sick leave accrued or accumulated
24 by such employee, if used during a 12-
25 month period (as referenced in subsection

1 (a)(1)) for leave granted under subsection
2 (a)(1).”; and

3 (VI) by striking subparagraphs
4 (E), (F), and (G) and inserting the
5 following:

6 “(E) Nothing in this paragraph shall be
7 construed to modify the service requirement in
8 section 6381(1)(B).

9 “(F) Notwithstanding any other provision
10 of this paragraph, an employee may not receive
11 paid leave for leave under subparagraph (A) or
12 (B) of subsection (a)(1) unless the employee
13 agrees (in writing), before the commencement
14 of such leave, to either work for the applicable
15 employing agency for a period of time equal to
16 the total amount of paid leave granted to the
17 employee under subparagraph (B)(i) or provide
18 any reimbursement required under subpara-
19 graph (G). The qualifying period of work shall
20 exclude any period of leave or other time off,
21 except for leave covering periods of service in
22 the uniformed services creditable under section
23 4316 of title 38.

24 “(G)(i) If an employee fails to complete
25 the work obligation required under subpara-

1 graph (F), the employing agency may recover,
2 from such employee, an amount equal to the
3 amount of Government contributions paid by
4 the agency under section 8906 on behalf of the
5 employee for maintaining such employee's
6 health coverage under chapter 89 during the
7 period of such leave after offsetting that period
8 of leave by periods of work performed in partial
9 compliance with subparagraph (F).

10 “(ii) The head of the agency shall not
11 apply the work obligation requirement in clause
12 (i) in any instance where the employee fails to
13 complete the work obligation required under
14 subparagraph (F) because of the employee's
15 death or because of the continuation, recur-
16 rence, or onset of a serious health condition (in-
17 cluding mental health) affecting the employee
18 or the employee's spouse, parent, son, or daugh-
19 ter.

20 “(iii) The head of the employing agency
21 may require that an employee who claims to be
22 unable to complete the service required under
23 subparagraph (F) because of a serious health
24 condition described under clause (ii) provide
25 certification supporting such claim by a health

1 care provider. The employee shall provide such
2 certification to the agency head in a timely
3 manner.

4 “(H) Notwithstanding subparagraph
5 (B)(i), with respect to any employee (as defined
6 in section 6381(1)(B)(i)) who received paid
7 family leave under a provision of law similar to
8 this section and becomes subject to this section,
9 the limitations in subparagraph (B)(i) shall be
10 applied as if the paid leave granted under that
11 similar provision of law were granted under this
12 section.”; and

13 (D) by adding at the end the following:

14 “(f)(1) For purposes of leave under subsection
15 (a)(1)(F), and subject to paragraph (2), an employing
16 agency may require that a request for leave under such
17 subsection be supported by a certification issued at such
18 time and in such manner as the Director of the Office
19 of Personnel Management may by regulation prescribe.

20 “(2) In the case of an employee requesting leave
21 under such subsection who has not yet received a certifi-
22 cation as described under paragraph (1), such agency shall
23 accept a sworn statement in a form prescribed by the Di-
24 rector that such employee has requested such certification.

1 “(3) For purposes of subsection (a)(1)(F), the fol-
2 lowing definitions shall apply:

3 “(A) The terms ‘dating violence’, ‘sex traf-
4 ficking’, ‘sexual assault’, and ‘stalking’ have the
5 meaning given those terms in section 40002(a) of
6 the Violence Against Women Act of 1994 (34 U.S.C.
7 12291(a)).

8 “(B) The term ‘domestic violence’ has the
9 meaning given the term in such section 40002(a),
10 except that the reference in such section to the term
11 ‘jurisdiction receiving grant funding’ shall be deemed
12 to mean the jurisdiction in which the victim lives or
13 the jurisdiction in which the employer involved is lo-
14 cated.

15 “(C) The term ‘family member’ means, with re-
16 spect to an employee—

17 “(i) a spouse (including a domestic partner
18 in a civil union or other registered domestic
19 partnership recognized by a State) or a parent
20 of such spouse;

21 “(ii) a child (regardless of age) or a child’s
22 spouse;

23 “(iii) a parent or a parent’s spouse;

24 “(iv) a sibling or a sibling’s spouse;

1 “(v) a grandparent, a grandchild, or a
2 spouse of a grandparent or grandchild; and

3 “(vi) any other individual who is related by
4 blood or affinity and whose association with the
5 employee is equivalent of a family relationship.

6 “(D) The term ‘qualifying act of violence’
7 means an act, conduct, or pattern of conduct that
8 could constitute any of the following:

9 “(i) dating violence;

10 “(ii) domestic violence;

11 “(iii) family violence;

12 “(iv) sexual assault;

13 “(v) sex trafficking;

14 “(vi) stalking;

15 “(vii) other forms of gender based violence
16 or harassment; or

17 “(viii) an act, conduct, or pattern of con-
18 duct—

19 “(I) in which an individual causes or
20 threatens to cause bodily injury or death to
21 another individual;

22 “(II) in which an individual exhibits,
23 draws, brandishes, or uses a firearm, or
24 other dangerous weapon, with respect to
25 another individual; or

1 “(III) in which an individual uses, or
2 makes a reasonably perceived or actual
3 threat to use, force against another indi-
4 vidual to cause bodily injury or death.

5 “(E) The term ‘victim services organization’
6 means a nonprofit, nongovernmental organization
7 that provides assistance to victims of a qualifying
8 act of violence or advocates for such victims, includ-
9 ing a rape crisis center, an organization carrying out
10 a qualifying act of violence prevention or treatment
11 program, an organization operating a shelter or pro-
12 viding counseling services, or a legal services organi-
13 zation or other organization providing assistance
14 through the legal process.”.

15 **SEC. 3. CONGRESSIONAL EMPLOYEES UNDER THE CON-**
16 **GRESSIONAL ACCOUNTABILITY ACT OF 1995.**

17 Section 202 of the Congressional Accountability Act
18 of 1995 (2 U.S.C. 1312), is amended—

19 (1) in subsection (a)—

20 (A) paragraph (1)—

21 (i) in the second sentence—

22 (I) by striking “subsection
23 (a)(1)(A) or (B)” and inserting
24 “under any of subsections (a)(1)(A)
25 through (E)”; and

1 (II) by striking “apply.” and in-
2 serting “apply, and in the case of
3 leave that includes leave for such an
4 event, the period of leave to which a
5 covered employee is entitled under
6 section 102(a)(1) of such Act shall be
7 12 administrative workweeks of leave
8 plus any additional period of leave
9 used under subsection (d)(2)(B) of
10 this section.”; and

11 (ii) by striking the third sentence and
12 inserting the following: “For purposes of
13 applying section 102(a)(4) of such Act, in
14 the case of leave that includes leave under
15 any of subparagraphs (A) through (E) of
16 section 102(a)(1) of such Act, a covered
17 employee is entitled, under paragraphs (1)
18 and (3) of section 102(a) of such Act, to
19 a combined total of 26 workweeks of leave
20 plus any additional period of leave used
21 under subsection (d)(2)(B) of this sec-
22 tion.”; and

23 (B) in paragraph (2), by amending sub-
24 paragraph (B) to read as follows:

1 “(B) except for leave described under sec-
2 tion 102(a)(3) of such Act, the term ‘eligible
3 employee’ as used in that Act means a covered
4 employee.”; and
5 (2) in subsection (d)—

6 (A) in the subsection heading, by striking
7 “PARENTAL LEAVE” and inserting “FAMILY
8 AND MEDICAL LEAVE”;

9 (B) by striking “subparagraph (A) or (B)”
10 and inserting “any of subparagraphs (A)
11 through (F)”;

12 (C) by striking “parental” in each in-
13 stance;

14 (D) in paragraph (2)(A), by striking “birth
15 or placement involved” and inserting “event
16 giving rise to such leave”; and

17 (E) by adding at the end the following:

18 “(5) SPECIAL RULE FOR LEAVE RELATING
19 TO DATING VIOLENCE, DOMESTIC VIOLENCE,
20 SEXUAL ASSAULT, SEX TRAFFICKING, OR
21 STALKING.—Leave provided under section
22 6382(a)(1)(F) of title 5, United States Code,
23 shall apply to covered employees in the same
24 manner if such leave were provided under
25 102(a)(1) of the Family and Medical Leave Act

1 of 1993, subject to the requirements of this sec-
 2 tion and section 6382(f) of such title 5.”.

3 **SEC. 4. GAO, LIBRARY OF CONGRESS, POSTAL SERVICE,**
 4 **AND POSTAL REGULATORY COMMISSION EM-**
 5 **PLOYEES.**

6 The Family and Medical Leave Act of 1993 (29
 7 U.S.C. 2612), is amended—

8 (1) in section 101(2)(E)—

9 (A) in the subparagraph heading, by in-
 10 sserting “USPS, AND POSTAL REGULATORY
 11 COMMISSION” after “GAO”;

12 (B) by inserting “the United States Postal
 13 Service, or the Postal Regulatory Commission”
 14 after “Government Accountability Office”; and

15 (C) by striking “section 102(a)(1)(A) or
 16 (B)” and inserting “section 102(a)(1)(A)
 17 through (E)”; and

18 (2) in section 102—

19 (A) in subsection (a), by adding at the end
 20 the following:

21 “(6) SPECIAL RULES ON PERIOD OF LEAVE.—

22 With respect to an employee of the Government Ac-
 23 countability Office, the Library of Congress, the
 24 United States Postal Service, or the Postal Regu-
 25 latory Commission—

1 “(A) in the case of leave that includes
2 leave under subparagraph (A) through (E) of
3 paragraph (1), the employee shall be entitled to
4 12 administrative workweeks of leave plus any
5 additional period of leave used under subsection
6 (d)(3)(B)(ii) of this section or section
7 202(d)(2)(B) of the Congressional Account-
8 ability Act of 1995 (2 U.S.C. 1312(d)(2)(B)),
9 as the case may be; and

10 “(B) for the purposes of paragraph (4),
11 the employee is entitled, under paragraphs (1)
12 and (3), to a combined total of 26 workweeks
13 of leave plus, if applicable, any additional pe-
14 riod of leave used under subsection (d)(3)(B)(ii)
15 of this section or section 202(d)(2)(B) of the
16 Congressional Accountability Act of 1995 (2
17 U.S.C. 1312(d)(2)(B)), as the case may be.”;
18 and

19 (B) in subsection (d)(3)—

20 (i) in the paragraph heading, by in-
21 serting “USPS, AND POSTAL REGULATORY
22 COMMISSION” after “GAO”;

23 (ii) by striking “the Government Ac-
24 countability Office” in each instance and
25 inserting “the Government Accountability

Office, the United States Postal Service, or
the Postal Regulatory Commission”;

(iii) by striking “parental” in each in-
stance and inserting “family and medical”;

(iv) in subparagraph (A), by striking
“subparagraph (A) or (B)” and inserting
“subparagraphs (A) through (E)”;

(v) in subparagraph (B)(i), by strik-
ing “birth or placement involved” and in-
serting “event giving rise to such leave”;
and

(vi) by adding at the end the fol-
lowing:

“(E) SPECIAL RULE FOR LEAVE RELATING
TO DATING VIOLENCE, DOMESTIC VIOLENCE,
SEXUAL ASSAULT, SEX TRAFFICKING, OR
STALKING.—Leave provided under section
6382(a)(1)(F) of title 5, United States Code,
shall apply to employees under this paragraph
in the same manner if such leave were provided
under 102(a)(1), subject to the requirements of
this subsection and section 6382(f) of such title
5.”.

1 **SEC. 5. EMPLOYEES OF THE EXECUTIVE OFFICE OF THE**
2 **PRESIDENT.**

3 Section 412 of title 3, United States Code, is amend-
4 ed—

5 (1) in subsection (a)—

6 (A) in paragraph (2), by amending sub-
7 paragraph (B) to read as follows:

8 “(B) the term ‘eligible employee’ as used
9 in the Family and Medical Leave Act of 1993
10 means a covered employee who is employed in
11 any employing office, excluding any individual
12 employed on a temporary or intermittent
13 basis.”; and

14 (B) by striking paragraph (3); and

15 (2) in subsection (c)—

16 (A) in paragraph (1), by striking “sub-
17 paragraph (A) or (B)” in each instance and in-
18 serting “subparagraphs (A) through (E)”; and

19 (B) in paragraph (2)—

20 (i) by striking “for substitution for
21 leave without pay under subparagraph (A)
22 or (B) of section 6382(a)(1) of such title”;
23 and

24 (ii) by adding after the period at the
25 end the following: “Leave provided under
26 section 6382(a)(1)(F) of such title 5 shall

1 apply to covered employees in the same
2 manner if such leave were provided under
3 102(a)(1) of such Act, subject to the re-
4 quirements of this subsection and section
5 6382(f) of such title 5.”.

6 **SEC. 6. FAA AND TSA EMPLOYEES.**

7 Section 40122(g)(5) of title 49, United States Code,
8 is amended—

9 (1) in the paragraph heading, by striking “PA-
10 RENTAL”; and

11 (2) by striking “parental” in each instance.

12 **SEC. 7. TITLE 38 EMPLOYEES.**

13 Not later than 6 months after the date of enactment
14 of this Act, the Secretary of Veterans Affairs shall modify
15 the family and medical leave program provided by oper-
16 ation of section 7425(c) of title 38, United States Code,
17 to conform with this Act and the amendments made by
18 this Act.

19 **SEC. 8. DISTRICT OF COLUMBIA COURTS AND DISTRICT OF**
20 **COLUMBIA PUBLIC DEFENDER SERVICE.**

21 (a) DISTRICT OF COLUMBIA COURTS.—Subsection
22 (d) of section 11–1726, District of Columbia Official Code,
23 is amended to read as follows:

24 “(d) In carrying out the Family and Medical Leave
25 Act of 1993 (29 U.S.C. 2601 et seq.) with respect to non-

1 judicial employees of the District of Columbia courts, the
2 Joint Committee on Judicial Administration shall, not-
3 withstanding any provision of such Act, establish a paid
4 family and medical leave program for the leave described
5 in subparagraphs (A) through (E) of section 102(a)(1) of
6 such Act (29 U.S.C. 2612(a)(1)), and such program shall
7 include paid leave described under section 6382(a)(1)(F)
8 of title 5, United States Code. In developing the terms
9 and conditions for this program, the Joint Committee may
10 be guided by the terms and conditions applicable to the
11 provision of paid family and medical leave for employees
12 of the Federal Government under chapter 63 of such title
13 5 and any corresponding regulations.”.

14 (b) DISTRICT OF COLUMBIA PUBLIC DEFENDER
15 SERVICE.—Subsection (d) of section 305 of the District
16 of Columbia Court Reform and Criminal Procedure Act
17 of 1970 (sec. 21605, D.C. Official Code) is amended to
18 read as follows:

19 “(d) In carrying out the Family and Medical Leave
20 Act of 1993 (29 U.S.C. 2601 et seq.) with respect to em-
21 ployees of the Service, the Director shall, notwithstanding
22 any provision of such Act, establish a paid leave program
23 for the leave described in subparagraphs (A) through (F)
24 of section 102(a)(1) of such Act (29 U.S.C. 2612(a)(1)),
25 and such program shall include paid leave described under

1 section 6382(a)(1)(F) of title 5, United States Code. In
2 developing the terms and conditions for this program, the
3 Director may be guided by the terms and conditions appli-
4 cable to the provision of paid family and medical leave for
5 employees of the Federal Government under chapter 63
6 of such title 5 and any corresponding regulations.”.

7 **SEC. 9. EFFECTIVE DATE.**

8 This Act and the amendments made by this Act shall
9 begin to apply on the date that is 6 months after the date
10 of enactment of this Act.

