

119TH CONGRESS
2D SESSION

H. R. 9358

To improve the lives of the American people, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JUNE 18, 2026

Mr. MAGAZINER introduced the following bill; which was referred to the Committee on Ways and Means, and in addition to the Committees on Oversight and Government Reform, House Administration, Education and Workforce, Agriculture, Foreign Affairs, Homeland Security, Armed Services, Veterans' Affairs, Science, Space, and Technology, Natural Resources, Financial Services, Appropriations, the Budget, Energy and Commerce, Intelligence (Permanent Select), Rules, Ethics, the Judiciary, Small Business, and Transportation and Infrastructure, 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 improve the lives of the American people, 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; TABLE OF CONTENTS.**

4 (a) SHORT TITLE.—This Act may be cited as the
5 “Improving the Lives of the American People Act”.

1 **SEC. 2. RESTRICTIONS ON TRADE AND OWNERSHIP OF**
 2 **COVERED INVESTMENTS.**

3 (a) SHORT TITLE.—This section may be cited as the
 4 “Restore Trust in Government Act”.

5 (b) TABLE OF CONTENTS.—The table of contents for
 6 chapter 131 of title 5, United States Code, is amended
 7 by adding at the end the following:

SUBCHAPTER IV. RESTRICTIONS ON TRADE AND OWNERSHIP OF COVERED
 INVESTMENTS

13151. Definitions.

13152. Trade and ownership of covered investments.

13153. Penalties.

8 (c) RESTRICTIONS.—Chapter 131 of title 5, United
 9 States Code, is amended by adding at the end a new sub-
 10 chapter:

11 “SUBCHAPTER IV—RESTRICTIONS ON TRADE
 12 AND OWNERSHIP OF COVERED INVESTMENTS

13 **“§ 13151. Definitions**

14 “In this subchapter:

15 “(1) COMMODITY.—The term ‘commodity’—

16 “(A) has the meaning given the term in
 17 section 1a of the Commodity Exchange Act (7
 18 U.S.C. 1a); and

19 “(B) does not include a precious metal (as
 20 defined in section 1027.100 of title 31, Code of
 21 Federal Regulations).

22 “(2) COVERED INDIVIDUAL.—The term ‘cov-
 23 ered individual’ means any of the following:

1 “(A) A Member of Congress, as defined in
2 section 13101.

3 “(B) A dependent child (as defined in sec-
4 tion 13101) or a spouse of a Member of Con-
5 gress.

6 “(C) A trustee of a trust in which an indi-
7 vidual described in subparagraph (A) or (B)
8 has a beneficial interest in the principal or in-
9 come of the trust as described in section
10 1403(b)(5) of the Internal Revenue Code of
11 1986.

12 “(D) The President, or the spouse or a de-
13 pendent child (as defined in section 13101) of
14 the President.

15 “(E) The Vice President, or the spouse or
16 a dependent child (as defined in section 13101)
17 of the Vice President.

18 “(3) COVERED INVESTMENT.—The term ‘cov-
19 ered investment’—

20 “(A) means an investment in a security, a
21 commodity, a future, or any comparable eco-
22 nomic interest acquired through synthetic
23 means, such as the use of a derivative, includ-
24 ing an option, warrant, or other similar means;
25 and

1 “(B) does not include—

2 “(i) a widely held investment fund de-
3 scribed in section 13104(f)(8) that is di-
4 versified and publicly traded on a national
5 or regional stock exchange;

6 “(ii) a United States Treasury bill,
7 note, or bond;

8 “(iii) a State or municipal government
9 bill, note, or bond;

10 “(iv) any compensation received by a
11 spouse or a dependent child described in
12 paragraph (2) from an employer of the
13 spouse or dependent child;

14 “(v) an interest in a small business
15 concern and, in the case of an investment
16 in a family farm or ranch that qualifies as
17 an interest in a small business concern, a
18 future or commodity directly related to the
19 farming activities and products of the farm
20 or ranch;

21 “(vi) an interest in a limited liability
22 company created for the sole purpose of
23 purchasing or holding real estate that
24 serves as the personal residences of the
25 Member of Congress;

1 “(vii) any share of Settlement Com-
2 mon Stock issued under section 7(g)(1)(A)
3 of the Alaska Native Claims Settlement
4 Act (43 U.S.C. 1606(g)(1)(A)); or

5 “(viii) any share of Settlement Com-
6 mon Stock, as defined in section 3 of the
7 Alaska Native Claims Settlement Act (43
8 U.S.C. 1602).

9 “(4) DIVERSIFIED.—The term ‘diversified’,
10 with respect to an investment fund, means such
11 fund does not have a stated policy of concentrating
12 its investments in any industry, business, single
13 country other than the United States, or bonds of a
14 single State within the United States except for the
15 State in which the Member of Congress resides.

16 “(5) FUTURE.—The term ‘future’ means a fi-
17 nancial contract obligating the buyer to purchase an
18 asset or the seller to sell an asset, such as a physical
19 commodity or a financial investment, at a predeter-
20 mined future date and price.

21 “(6) SECURITY.—The term ‘security’ has the
22 meaning given the term in section 3(a) of the Secu-
23 rities Exchange Act of 1934 (15 U.S.C. 78c(a)).

24 “(7) SMALL BUSINESS CONCERN.—The term
25 ‘small business concern’ has the meaning given that

1 term under section 3 of the Small Business Act (15
2 U.S.C. 632).

3 “(8) SUPERVISING ETHICS OFFICE.—The term
4 ‘supervising ethics office’ has the meaning given the
5 term in section 13101.

6 **“§ 13152. Trade and ownership of covered invest-**
7 **ments**

8 “(a) CONDUCT DURING FEDERAL SERVICE.—Except
9 as described in subsection (b)(1)(B) and subsections (e)
10 through (g), no covered individual may, directly or indi-
11 rectly, own or trade a covered investment.

12 “(b) COMPLIANCE.—

13 “(1) REQUIREMENT.—To comply with sub-
14 section (a)—

15 “(A) a covered individual may not pur-
16 chase a covered investment; and

17 “(B) a covered individual shall divest of
18 any covered investment by the effective date es-
19 tablished in paragraph (2) at fair market value.

20 “(2) EFFECTIVE DATE.—The effective date is
21 established as follows:

22 “(A) 180 days for an individual who is a
23 covered individual on the date of enactment of
24 the Restore Trust in Government Act.

1 “(B) 90 days within the date on which an
 2 individual becomes a covered individual if such
 3 date occurs after the date of enactment of the
 4 Restore Trust in Government Act.

5 “(c) CERTIFICATES OF DIVESTITURE.—

6 “(1) APPLICATION OF CERTIFICATE OF DIVES-
 7 TITURE PROGRAM.—For purposes of section 1043 of
 8 the Internal Revenue Code of 1986—

9 “(A) this section shall be treated as a Fed-
 10 eral conflict of interest statute;

11 “(B) any covered individual described in
 12 section 13151(2)(A) shall be treated as an eligi-
 13 ble person described in section 1043(b)(1)(A) of
 14 such Code; and

15 “(C) any spouse or dependent child de-
 16 scribed in section 13151(2)(B) shall be treated
 17 as an eligible person described in section
 18 1043(b)(1)(B) of such Code.

19 “(2) ISSUANCE OF CERTIFICATE OF DIVESTI-
 20 TURE.—

21 “(A) IN GENERAL.—Each supervising eth-
 22 ics office shall issue a certificate of divestiture
 23 to each covered individual required to divest
 24 under this subchapter upon submission of proof
 25 of compliance by such individual with the re-

1 quirements to divest or any extensions granted
2 by the supervising ethics office.

3 “(B) ELIGIBILITY.—Such certificate shall
4 include an identification of each specific prop-
5 erty eligible for the application of the certificate
6 of divestiture program as determined by the su-
7 pervising ethics office.

8 “(d) INCOME TAX.—A loss from a transaction or
9 holding involving a covered financial instrument that is
10 conducted in violation of this section may not be deducted
11 from the amount of income tax owed by the covered indi-
12 vidual.

13 “(e) OCCUPATIONAL EXCEPTION.—A spouse or de-
14 pendent child of a covered individual as described in sec-
15 tion 13151(2)(B) may trade any covered investment if
16 such covered investment is not owned by a covered indi-
17 vidual and if such trade is performed as a function of the
18 primary occupation of the spouse or dependent child.

19 “(f) TRUSTS.—

20 “(1) QUALIFIED BLIND TRUST.—Any covered
21 investment held in a qualified blind trust as defined
22 in section 13104(f)(3) shall be divested in accord-
23 ance with subsection (b)(1)(B) by the effective date
24 established in subsection (b)(2).

1 “(2) FAMILY TRUST.—A supervising ethics of-
 2 fice may grant an exemption for covered investments
 3 held in a family trust only if—

4 “(A) no covered individual—

5 “(i) is a grantor of the family trust;

6 “(ii) contributed any covered invest-
 7 ment to the family trust; or

8 “(iii) has any authority over a trustee
 9 of the family trust, including the authority
 10 to appoint, replace, or direct the actions of
 11 such a trustee; and

12 “(B) the grantor of the family trust is or
 13 was a family member of the covered individual.

14 “(3) REQUESTS.—A covered individual seeking
 15 an exemption under paragraph (2) shall submit to
 16 the applicable supervising ethics office a request for
 17 the exemption, in writing, certifying that the condi-
 18 tions described in that paragraph are met.

19 “(g) ASSETS ACQUIRED IN SPECIAL CIR-
 20 CUMSTANCES.—In the event that a covered individual ac-
 21 quires a covered investment after the date of enactment
 22 of the Restore Trust in Government Act other than by
 23 purchase (such as by marriage, inheritance, divorce settle-
 24 ment, or other circumstance), the covered individual shall
 25 have 90 days from the date on which such investment was

1 acquired to divest such covered investment at fair market
2 value.

3 “(h) EXTENSION.—A supervising ethics office may
4 grant a covered individual an extension of time to comply
5 with a divestment deadline under this subchapter if a cov-
6 ered investment cannot be divested by such deadline due
7 to low liquidity, vesting schedules, or contractual restric-
8 tions.

9 “(i) INTERPRETATIVE GUIDANCE.—The supervising
10 ethics office shall issue interpretive guidance on any rel-
11 evant term not defined in this subchapter.

12 “§ 13153. Penalties

13 “(a) IN GENERAL.—

14 “(1) PENALTIES.—Any covered individual who
15 violates the restrictions on trading or ownership of
16 covered investments in section 13152 shall, at the
17 direction of the supervising ethics office—

18 “(A) pay a fee equal to ten percent of the
19 value of the covered investment; and

20 “(B) disgorge the profits of any trans-
21 action that violates the provisions of this sub-
22 chapter.

23 “(2) PAYMENT OF PENALTY TO TREASURY.—A
24 penalty imposed under paragraph (1)(B) shall be
25 payable into the Treasury of the United States.

1 “(b) PAYMENT RESTRICTIONS.—A Member of Con-
2 gress may not pay any of the penalties under this section
3 by using amounts from the following sources:

4 “(1) The Members’ Representational Allowance.

5 “(2) The Senators’ Official Personnel and Of-
6 fice Expense Account.

7 “(3) Any contribution (as defined in section
8 301(8) of the Federal Election Campaign Act of
9 1971 (52 U.S.C. 30101(8))) accepted as a can-
10 didate, and any other donation received as support
11 for activities of the individual as a holder of Federal
12 office.

13 “(c) PUBLICATION.—Each supervising ethics office
14 shall publish on a publicly available website a description
15 of—

16 “(1) each fine assessed by the supervising eth-
17 ics office pursuant to this section;

18 “(2) the reason why each such fine was as-
19 sessed; and

20 “(3) the result of each assessment.”.

21 **SEC. 3. PROHIBITING MEMBERS OF THE HOUSE OF REP-**
22 **RESENTATIVES FROM OWNING INDIVIDUAL**
23 **STOCKS.**

24 Rule XXIII of the Rules of the House of Representa-
25 tives (known as the “Code of Official Conduct”) is amend-

1 ed by redesignating clause 22 as clause 23 and inserting
 2 after clause 21 the following:

3 “(22) PROHIBITING MEMBERS OF THE
 4 HOUSE OF REPRESENTATIVES FROM OWN-
 5 ING INDIVIDUAL STOCKS.—A Member,
 6 Delegate, or Resident Commissioner may
 7 not own the common stock of any indi-
 8 vidual public corporation. The Restore
 9 Trust in Congress Act shall apply as if en-
 10 acted into law.”.

11 **SEC. 4. PROTECTED TIME OFF.**

12 (a) DEFINITIONS.—In this section:

13 (1) COMMERCE.—The terms “commerce” and
 14 “industry or activity affecting commerce” mean any
 15 activity, business, or industry in commerce or in
 16 which a labor dispute would hinder or obstruct com-
 17 merce or the free flow of commerce, and include
 18 “commerce” and any “industry affecting com-
 19 merce”, as defined in paragraphs (1) and (3) of sec-
 20 tion 501 of the Labor Management Relations Act,
 21 1947 (29 U.S.C. 142(1) and (3)).

22 (2) COVERED EMPLOYEE.—The term “covered
 23 employee” means an individual who is—

24 (A)(i) an employee who is not covered
 25 under any other provision of this paragraph, ex-

cept that a reference in such section to an employer shall be considered a reference to an employer described in paragraph (3)(A)(i)(I);

(ii) an employee of the Government Accountability Office; or

(iii) an employee of a covered employer described in paragraph (3)(B)(i)(IV);

(B) a State employee described in section 304(a) of the Government Employee Rights Act of 1991 (42 U.S.C. 2000e–16c(a)), other than an applicant for employment;

(C) a covered employee (as defined in section 411(c) of title 3, United States Code);

(D) a covered employee (as defined in section 101 of the Congressional Accountability Act of 1995 (2 U.S.C. 1301)), other than an applicant for employment; or

(E) a Federal officer or employee covered under subchapter V of chapter 63 of title 5, United States Code (without regard to the limitation in section 6381(1)(B) of that title).

(3) EMPLOYER.—

(A) IN GENERAL.—The term “employer” means any person who is—

1 (i)(I) a covered employer who is not
2 described in any other subclause of this
3 clause;

4 (II) an entity employing a State em-
5 ployee described in section 304(a) of the
6 Government Employee Rights Act of 1991;

7 (III) an employing office, as defined
8 in section 101 of the Congressional Ac-
9 countability Act of 1995;

10 (IV) an employing office, as defined in
11 section 411(c) of title 3, United States
12 Code; or

13 (V) an employing agency covered
14 under subchapter V of chapter 63 of title
15 5, United States Code; and

16 (ii) engaged in commerce (including
17 government), or any industry or activity
18 affecting commerce (including govern-
19 ment).

20 (B) COVERED EMPLOYER.—

21 (i) IN GENERAL.—In subparagraph
22 (A)(i)(I), the term “covered employer”—

23 (I) means any person engaged in
24 commerce or in any industry or activ-
25 ity affecting commerce who employs 1

1 or more employees for each working
2 day during each of 20 or more cal-
3 endar workweeks in the current or
4 preceding year;

5 (II) includes the Government Ac-
6 countability Office and the Library of
7 Congress;

8 (III) includes—

9 (aa) any person who acts,
10 directly or indirectly, in the inter-
11 est of an employer covered by
12 this clause to any of the employ-
13 ees of such employer; and

14 (bb) any successor in inter-
15 est of such an employer; and

16 (IV) includes any carrier (as such
17 term is defined in section 1 of the
18 Railway Labor Act (45 U.S.C. 151))
19 and any carrier by air (as described in
20 section 201 of such Act (45 U.S.C.
21 181)).

22 (ii) PUBLIC AGENCY.—For purposes
23 of clause (i), a public agency, as defined in
24 section 3(x) of the Fair Labor Standards
25 Act of 1938 (29 U.S.C. 203(x)), shall be

1 considered to be a person engaged in com-
2 merce or in an industry or activity affect-
3 ing commerce.

4 (C) PREDECESSORS.—Any reference in
5 this paragraph to an employer shall include a
6 reference to any predecessor of such employer.

7 (4) FLSA DEFINITIONS.—The terms “employ”,
8 “employee”, “person”, and “State” have the mean-
9 ings given the terms in section 3 of the Fair Labor
10 Standards Act of 1938 (29 U.S.C. 203).

11 (5) PAID ANNUAL LEAVE.—The term “paid an-
12 nual leave”—

13 (A) means paid vacation leave and paid
14 personal leave provided to an employee by the
15 employer of such employee to be used during
16 period in which the employee would otherwise
17 work; and

18 (B) does not include—

19 (i) paid or unpaid family and medical
20 leave provided by the employer or required
21 by Federal, State, or local law;

22 (ii) leave provided under the Family
23 and Medical Leave Act of 1993 (29 U.S.C.
24 2601, et seq.);

1 (iii) sick leave provided by the em-
2 ployer or required by Federal, State, or
3 local law;

4 (iv) bereavement leave provided by the
5 employer or required by Federal, State or
6 local law;

7 (v) leave provided by the employer or
8 required by Federal State, or local law for
9 purposes related to adoption or fostering of
10 a child;

11 (vi) leave related to domestic violence,
12 sexual assault, or stalking provided by the
13 employer or required by Federal, State, or
14 local law;

15 (vii) leave provided by the employer or
16 required by Federal, State, or local law
17 with respect to a public health emergency;

18 (viii) absence or paid leave under
19 workers' compensation or a disability plan;

20 (ix) leave provided by the employer or
21 leave required to be provided by Federal,
22 State, or local law for holidays established
23 by Federal, State, or local law; or

1 (x) leave provided by the employer or
2 required by Federal, State, or local law for
3 jury duty, civic duty, or to vote.

4 (6) RAIL CARRIER.—The term “rail carrier”
5 has the meaning given such term in section 10102
6 of title 49, United States Code.

7 (7) SECRETARY.—Unless otherwise specified,
8 the term “Secretary” means the Secretary of Labor.

9 (b) EARNED ANNUAL LEAVE.—

10 (1) EARNING OF PAID ANNUAL LEAVE.—

11 (A) EARNING OF ANNUAL LEAVE.—An em-
12 ployer shall provide each employee employed by
13 the employer not less than 1 hour of paid an-
14 nual leave for every 25 hours worked.

15 (B) LIMITATION.—

16 (i) IN GENERAL.—For purposes of
17 complying with subparagraph (A), an em-
18 ployer may not be required to provide more
19 than 80 hours of paid annual leave to an
20 employee during any 12-month period.

21 (ii) RULE OF CONSTRUCTION.—Noth-
22 ing in this subsection may be construed to
23 preclude an employer from providing more
24 than 80 hours of paid annual leave.

1 (C) COMMENCEMENT OF EARNING PAID
2 ANNUAL LEAVE.—An employee shall begin to
3 earn paid annual leave at the commencement of
4 employment of such employee.

5 (D) OVERTIME EXEMPT EMPLOYEE.—For
6 purposes of this subsection, where an employer
7 is not required by the Fair Labor Standards
8 Act of 1938 to maintain and preserve records
9 of hours worked because an employee is exempt
10 from minimum wage or overtime requirements
11 under such Act (29 U.S.C. 213(a)), the em-
12 ployee shall be deemed to work 40 hours in
13 each workweek.

14 (2) USE OF PAID ANNUAL LEAVE.—

15 (A) IN GENERAL.—Paid annual leave may
16 be used by an employee for any reason.

17 (B) TIMING.—Subject to subparagraphs
18 (B) and (C) of paragraph (3), an employee may
19 use paid annual leave earned by the employee
20 as it is accrued.

21 (C) RATE OF COMPENSATION.—

22 (i) IN GENERAL.—An employee using
23 paid annual leave shall be compensated, for
24 the period that the employee is using such
25 leave, at the regular rate at which the em-

1 employee would have been paid for such pe-
2 riod if the employee were not using paid
3 annual leave.

4 (ii) TIPPED EMPLOYEE.—For the pur-
5 poses of clause (i), with respect to a tipped
6 employee (as defined in section 3(t) of the
7 Fair Labor Standards Act of 1938 (29
8 U.S.C. 203(t))), such an employee shall be
9 compensated, for the period that such em-
10 ployee is using paid annual leave, at a rate
11 equivalent to the higher of—

12 (I) the Federal minimum wage;

13 (II) the applicable State min-
14 imum wage;

15 (III) the applicable local or mu-
16 nicipal minimum wage;

17 (IV) any other wage required by
18 law; or

19 (V) the regular rate at which the
20 employee is employed.

21 (D) LOANING OF ANNUAL LEAVE.—

22 (i) LOANED LEAVE.—An employer
23 may loan paid annual leave to an employee
24 for use by such employee in advance of the
25 employee earning such annual leave.

1 (ii) REIMBURSEMENT FOR LOANED
2 LEAVE.—An employer may require an em-
3 ployee of such employer to reimburse the
4 employer for any annual leave loaned
5 under clause (i) that such employee has
6 not earned at the time of separation. Such
7 reimbursement shall be at the rate de-
8 scribed in subparagraph (C).

9 (E) INCREMENTS OF USE OF PAID ANNUAL
10 LEAVE.—An employer shall allow employees to
11 use paid annual leave in increments of the
12 smaller of—

13 (i) hourly increments; or

14 (ii) the smallest increment of time
15 that the employer's payroll system uses to
16 account for absences or use of other time.

17 (F) BENEFITS RETAINED DURING
18 LEAVE.—An employer shall maintain any em-
19 ployment benefits (as defined in section 101(5)
20 of the Family and Medical Leave Act of 1993)
21 provided to an employee during any period in
22 which the employee takes paid annual leave,
23 and such benefits shall be provided in the same
24 manner as if the employee had continued in em-

1 ployment continuously for the duration of such
2 leave.

3 (3) PROCEDURES FOR USE OF PAID ANNUAL
4 LEAVE.—

5 (A) IN GENERAL.—Subject to subpara-
6 graphs (B) and (C), an employee may use paid
7 annual leave upon the verbal or written request
8 of the employee.

9 (B) EMPLOYEE NOTIFICATION.—

10 (i) EMPLOYEE NOTIFICATION.—An
11 employee shall provide notice to the em-
12 ployer to use paid annual leave.

13 (ii) NOTICE DESCRIBED.—The Sec-
14 retary shall create sample notices for the
15 purpose described in clause (i).

16 (iii) TIMING OF NOTICE.—An em-
17 ployer may not require an employee to pro-
18 vide notice in excess of 2 weeks in advance
19 of the use of such leave.

20 (iv) UNFORESEEABLE USE OF
21 LEAVE.—In the case of an unforeseeable
22 use of leave, an employee shall not be re-
23 quired to provide the notice required under
24 clause (i).

25 (C) REASONABLE RESTRICTIONS.—

1 (i) IN GENERAL.—An employer may
2 place limited, reasonable restrictions for
3 the scheduling of paid annual leave for a
4 bona fide business reason and may reject
5 a scheduling request for such leave for a
6 bona fide business reason, so long as the
7 employer—

8 (I) provides other reasonable al-
9 ternative times, as described in clause
10 (ii), for the employee to schedule such
11 leave; and

12 (II) and complies with the notice
13 requirement described in clause (iii).

14 (ii) REASONABLE ALTERNATIVES.—A
15 reasonable alternative time described in
16 this subparagraph is a date other than the
17 date the employee requested to use paid
18 annual leave that is within 30 days of such
19 date.

20 (iii) DENIAL NOTICE.—In the case
21 that an employer denies a request of an
22 employee to use paid annual leave, the em-
23 ployer shall, not later than 5 business days
24 after the day the employee made such re-

1 quest, provide to the employee a written
2 notice—

3 (I) detailing the bona fide busi-
4 ness reason for such denial; and

5 (II) that provides the reasonable
6 alternative time described in clause
7 (ii).

8 (iv) CAN NOT PREVENT USE OF EX-
9 PIRING LEAVE.—Such reasonable alter-
10 native time may not be offered to prevent
11 the use of paid annual leave that is set to
12 expire.

13 (D) PURPOSE OF USE OF PAID ANNUAL
14 LEAVE.—An employer may not require an em-
15 ployee to disclose the purpose or reason for
16 which the employee is using paid annual leave.

17 (E) CARRYOVER.—An employer shall per-
18 mit an employee of such employer to carry over
19 up to 40 hours of any accrued and unused paid
20 annual leave to the following 12-month period.

21 (F) PROHIBITION ON FINDING COVER.—
22 An employer may not require, as a condition of
23 taking paid annual leave, that an employee
24 search for or find a replacement employee to

1 cover the hours during which the employee is
2 using such annual leave.

3 (G) GUIDANCE.—Not later than 180 after
4 the date of enactment of this Act, the Secretary
5 shall provide guidance to employers on compli-
6 ance with subparagraph (C), including defining
7 the terms limited reasonable restriction, a bona
8 fide business reason, and a reasonable alter-
9 native time.

10 (4) PROCEDURES REGARDING LEAVE FOR EM-
11 PLOYEE SEPARATION.—

12 (A) COMPENSATION.—In the case that an
13 employee separates from an employer and such
14 employee has unused paid annual leave, the em-
15 ployer shall provide financial compensation at a
16 rate that is the higher of—

17 (i) the average regular rate received
18 by such employee during the last 3 years
19 of the employee’s employment; or

20 (ii) the final regular rate received by
21 the employee.

22 (B) REINSTATEMENT.—If an employee
23 separates from employment with an employer
24 and is rehired within 12 months after that sep-
25 aration by the same employer—

1 (i) in the case that the employee had
2 paid annual leave in excess of 80 hours
3 that was not compensated under subpara-
4 graph (A), the employer shall reinstate
5 such leave for the employee; and

6 (ii) the employee shall be entitled to
7 use such leave and earn additional paid an-
8 nual leave at the recommencement of em-
9 ployment with the employer.

10 (c) EMPLOYER NOTICE AND SYSTEM REQUIRE-
11 MENTS.—

12 (1) NOTICE REQUIREMENT.—An employer shall
13 notify each employee about the paid annual leave
14 policy of such employer, which shall include the in-
15 formation described in paragraph (2), by—

16 (A) providing such information, in writing,
17 to each employee on or before the first day of
18 employment of such employee;

19 (B) including such information in any em-
20 ployee handbook; and

21 (C) posting a notice containing such infor-
22 mation in a physical conspicuous place on the
23 premises of the employer or a virtual con-
24 spicuous place, where notices to employees are
25 customarily posted.

1 (2) CONTENTS.—The information provided pur-
2 suant to paragraph (1) shall include—

3 (A) any paid annual leave policy of such
4 employer, including any paid annual leave pol-
5 icy that provides paid annual leave in excess of
6 the requirements of this section;

7 (B) information pertaining to the filing of
8 an action under subsection (e);

9 (C) details of any notice requirement the
10 employer may require, as described in sub-
11 section (b)(3)(B); and

12 (D) information regarding—

13 (i) the protections that an employee
14 has in exercising rights under this section;
15 and

16 (ii) how the employee can contact the
17 Secretary (or other appropriate authority
18 as described in subsection (e)) if any such
19 rights are violated.

20 (3) SYSTEM REQUIREMENT.—An employer shall
21 establish a system, such as through an online portal,
22 written request, or through pay stubs, to inform
23 each employee of the employer how much paid an-
24 nual leave each employee has earned.

25 (d) PROHIBITED ACTS.—

1 (1) INTERFERENCE WITH RIGHTS.—It shall be
2 unlawful for any employer to—

3 (A) violate any provision of subsection (b)
4 or (c);

5 (B) discharge or discriminate against (in-
6 cluding to retaliate against) any individual, in-
7 cluding a job applicant, for exercising, or at-
8 tempting to exercise, any right provided under
9 this section;

10 (C) use the taking of paid annual leave
11 provided under this section as a negative factor
12 in an employment action, such as hiring, pro-
13 motion, reducing hours or numbers of shifts, or
14 a disciplinary action; or

15 (D) count the use of such leave under a
16 no-fault attendance policy or any other absence-
17 control policy.

18 (2) INTERFERENCE WITH PROCEEDINGS OR IN-
19 QUIRIES.—It shall be unlawful for any person to dis-
20 charge or in any other manner discriminate against
21 (including retaliating against) any individual, includ-
22 ing a job applicant, because such individual—

23 (A) has filed an action under subsection
24 (e), or has instituted or caused to be instituted
25 any proceeding, under this section;

1 (B) has given, or intends to give, any in-
2 formation in connection with any inquiry or
3 proceeding relating to any right provided under
4 this section; or

5 (C) has testified, or intends to testify, in
6 any inquiry or proceeding relating to any right
7 provided under this section.

8 (3) IMPERMISSIBLE CONSIDERATION.—A viola-
9 tion of paragraph (1) or (2) shall be established
10 when a complaining party demonstrates that any ac-
11 tion described in subparagraphs (A), (B), or (C) of
12 paragraphs (1) or (2) was a motivating factor in any
13 such action taken against the complaining party,
14 even though other factors also motivated the action.

15 (e) ENFORCEMENT AND INVESTIGATIVE AUTHOR-
16 ITY.—

17 (1) IN GENERAL.—

18 (A) DEFINITION.—In this subsection—

19 (i) the term “employee” means a cov-
20 ered employee described in clause (i), (ii),
21 or (iii) of paragraph (2)(B); and

22 (ii) the term “employer” means an
23 employer described in item (aa) or (bb) of
24 paragraph (1)(C)(ii)(I).

25 (B) INVESTIGATIVE AUTHORITY.—

1 (i) IN GENERAL.—To ensure compli-
2 ance with this section, or any regulation or
3 order issued under this section, the Sec-
4 retary shall have, subject to clause (iii),
5 the investigative authority provided under
6 section 11(a) of the Fair Labor Standards
7 Act of 1938 (29 U.S.C. 211(a)), with re-
8 spect to employers, employees, and other
9 individuals affected by an employer.

10 (ii) OBLIGATION TO KEEP AND PRE-
11 SERVE RECORDS.—An employer shall
12 make, keep, and preserve records per-
13 taining to compliance with this section in
14 accordance with section 11(c) of the Fair
15 Labor Standards Act of 1938 (29 U.S.C.
16 211(c)) and in accordance with regulations
17 prescribed by the Secretary.

18 (iii) REQUIRED SUBMISSIONS GEN-
19 ERALLY LIMITED TO AN ANNUAL BASIS.—
20 The Secretary may not require an em-
21 ployer to submit to the Secretary any
22 books or records more than once during
23 any 12-month period, unless the Secretary
24 has reasonable cause to believe there may
25 exist a violation of this act or any regula-

tion or order issued pursuant to this section, or is investigating a charge pursuant to subparagraph (D).

(iv) SUBPOENA AUTHORITY.—For the purposes of any investigation provided for in this paragraph, the Secretary shall have the subpoena authority provided for under section 9 of the Fair Labor Standards Act of 1938 (29 U.S.C. 209).

(C) PRIVATE RIGHT OF ACTION.—

(i) IN GENERAL.—An action to recover damages or equitable relief prescribed in subparagraph (B) may be maintained against any employer in any Federal or State court of competent jurisdiction by an employee or individual or a representative for and on behalf of—

(I) the employee or individual; or

(II) the employee or individual and others similarly situated.

(ii) LIABILITY.—Any employer who violates subsection (d) shall be liable to any employee or individual affected—

(I) for damages equal to—

(aa) the amount of—

1 (AA) any wages, salary,
2 employment benefits, or
3 other compensation denied
4 or lost by reason of the vio-
5 lation; or

6 (BB) in a case in which
7 wages, salary, employment
8 benefits, or other compensa-
9 tion have not been denied or
10 lost, any actual monetary
11 losses sustained as a direct
12 result of the violation up to
13 a sum equal to 80 hours of
14 wages or salary for the em-
15 ployee or individual;

16 (bb) the interest on the
17 amount described in item (aa)
18 calculated at the prevailing rate;
19 and

20 (cc) an additional amount as
21 liquidated damages; and

22 (II) for such equitable relief as
23 may be appropriate, including employ-
24 ment, reinstatement, and promotion.

1 (iii) FEES AND COSTS.—The court in
2 an action under this subsection shall, in
3 addition to any judgment awarded to the
4 plaintiff, allow a reasonable attorney’s fee,
5 reasonable expert witness fees, and other
6 costs to be paid by the defendant.

7 (iv) LIMITATIONS.—

8 (I) IN GENERAL.—Except as pro-
9 vided in clause (ii), an action may be
10 brought under subparagraph (B) or
11 (C) not more than 2 years after the
12 date of the last event constituting the
13 alleged violation for which the action
14 is brought.

15 (II) WILLFUL VIOLATION.—In
16 the case of an action brought for a
17 willful violation of subsection (d) (in-
18 cluding a willful violation relating to
19 rights provided under subsection (b)),
20 such action may be brought not more
21 than 3 years after the last event con-
22 stituting the alleged violation for
23 which such action is brought.

24 (III) COMMENCEMENT.—In de-
25 termining when an action is com-

1 menced under subparagraph (B) or
2 (C) for the purposes of this sub-
3 section, the action shall be considered
4 to be commenced on the date when
5 the complaint is filed.

6 (D) ACTIONS BY THE SECRETARY.—

7 (i) ADMINISTRATIVE ACTIONS.—The
8 Secretary shall receive, investigate, and at-
9 tempt to resolve complaints of violations of
10 subsection (e) in the same manner that the
11 Secretary receives, investigates, and at-
12 tempts to resolve complaints of violations
13 of sections 6 and 7 of the Fair Labor
14 Standards Act of 1938 (29 U.S.C. 206 and
15 207).

16 (ii) CIVIL ACTION.—The Secretary
17 may bring an action in any court of com-
18 petent jurisdiction to recover the damages
19 described in paragraph (1)(C)(ii).

20 (iii) SUMS RECOVERED.—Any sums
21 recovered by the Secretary pursuant to
22 clause (ii) shall be held in a special deposit
23 account and shall be paid, on order of the
24 Secretary, directly to each employee or in-
25 dividual affected. Any sums not paid to an

1 employee or individual affected because of
2 the inability to do so within a period of 3
3 years shall be deposited into the Treasury
4 of the United States as miscellaneous re-
5 cepts.

6 (iv) ACTION FOR INJUNCTION BY SEC-
7 RETARY.—The district courts of the
8 United States shall have jurisdiction, for
9 cause shown, in an action brought by the
10 Secretary—

11 (I) to restrain violations of sub-
12 section (d) (including a violation relat-
13 ing to rights provided under sub-
14 section (b)), including the restraint of
15 any withholding of wages, salary, em-
16 ployment benefits, or other compensa-
17 tion, plus interest, found by the court
18 to be due to employees or individuals
19 eligible under this section; or

20 (II) to award such other equi-
21 table relief as may be appropriate, in-
22 cluding employment, reinstatements,
23 and promotion.

24 (v) SOLICITOR OF LABOR.—The Solic-
25 itor of Labor may appear for and rep-

1 resent the Secretary on any litigation
2 brought under this subsection.

3 (2) GOVERNMENT ACCOUNTABILITY OFFICE
4 AND LIBRARY OF CONGRESS.—Notwithstanding any
5 other provision of this section, in the case of the
6 Government Accountability Office and the Library of
7 Congress, the authority of the Secretary under this
8 subsection shall be exercised respectively by the
9 Comptroller General of the United States and the
10 Librarian of Congress.

11 (3) EMPLOYEES COVERED BY CONGRESSIONAL
12 ACCOUNTABILITY ACT OF 1995.—The powers, rem-
13 edies, and procedures provided in the Congressional
14 Accountability Act of 1995 (2 U.S.C. 1301 et seq.)
15 to the Board (as defined in section 101 of that Act
16 (2 U.S.C. 1301)), or any person, alleging a violation
17 of section 202(a)(1) of that Act (2 U.S.C.
18 1312(a)(1)) shall be the powers, remedies, and pro-
19 cedures this section provides to that Board, or any
20 person, alleging an unlawful employment practice in
21 violation of this section against an employee de-
22 scribed in subsection (a)(2)(D).

23 (4) EMPLOYEES COVERED BY CHAPTER 63 OF
24 TITLE 5, UNITED STATES CODE.—The powers, rem-
25 edies, and procedures provided in title 5, United

1 States Code, to an employing agency, provided in
2 chapter 12 of that title to the Merit Systems Protec-
3 tion Board, or provided in that title to any person,
4 alleging a violation of chapter 63 of that title, shall
5 be the powers, remedies, and procedures this section
6 provides to that agency, that Board, or any person,
7 respectively, alleging an unlawful employment prac-
8 tice in violation of this section against an employee
9 described in subsection (a)(2)(E).

10 (5) REMEDIES FOR STATE EMPLOYEES.—

11 (A) WAIVER OF SOVEREIGN IMMUNITY.—A

12 State's receipt or use of Federal financial as-
13 sistance for any program or activity of a State
14 shall constitute a waiver of sovereign immunity,
15 under the 11th Amendment of the Constitution
16 or otherwise, to a suit brought by an employee
17 of that program or activity under this section
18 for equitable, legal, or other relief authorized
19 under this section.

20 (B) OFFICIAL CAPACITY.—An official of a

21 State may be sued in the official capacity of the
22 official by any employee who has complied with
23 the procedures of paragraph (1)(C), for injunc-
24 tive relief that is authorized under this section.

25 In such a suit, the court may award to the pre-

1 vailing party those costs authorized by section
 2 722 of the Revised Statutes (42 U.S.C. 1988).

3 (C) APPLICABILITY.—With respect to a
 4 particular program or activity, subparagraph
 5 (A) applies to conduct occurring on or after the
 6 day, after the date of enactment of this Act, on
 7 which a State first receives or uses Federal fi-
 8 nancial assistance for that program or activity.

9 (D) PROGRAM OR ACTIVITY DEFINED.—In
 10 this paragraph, the term “program or activity”
 11 has the meaning given the term in section 606
 12 of the Civil Rights Act of 1964 (42 U.S.C.
 13 2000d–4a).

14 (6) COLLECTIVE BARGAINING AGREEMENT RES-
 15 OLUTION.—In addition to the enforcement mecha-
 16 nisms set forth in this section, an employee or labor
 17 organization may also use a grievance and arbitra-
 18 tion procedure of a collective bargaining agreement
 19 to enforce collectively bargained provisions relating
 20 to paid annual leave.

21 (f) EFFECT ON OTHER LAWS AND EXISTING AGREE-
 22 MENTS.—

23 (1) STATE OR MUNICIPAL LAWS.—

24 (A) GREATER LEAVE RIGHTS.—Nothing in
 25 this section shall be construed to supersede any

1 provision of any State or local law that provides
2 greater paid annual leave or other leave rights
3 to employees or individuals than the rights es-
4 tablished under this section.

5 (B) DISTINGUISH BETWEEN TYPES OF
6 LEAVE.—For the purposes of this paragraph, a
7 State or municipal law that does not distinguish
8 between time earned for paid annual leave and
9 time earned for sick leave shall be deemed a law
10 that provides lesser paid annual leave or other
11 rights to employees or individuals than the
12 rights established under this section.

13 (2) MORE PROTECTIVE AGREEMENTS.—Noth-
14 ing in this section shall be construed to diminish the
15 obligation of an employer to comply with any con-
16 tract, collective bargaining agreement, or any em-
17 ployment benefit program or plan that provides
18 greater paid annual leave or other leave rights to
19 employees or individuals than the rights established
20 under this section.

21 (3) LESS PROTECTIVE AGREEMENTS.—The
22 rights established for employees under this section
23 shall not be diminished by any contract, collective
24 bargaining agreement, or any employment program
25 or plan.

1 (g) AWARENESS CAMPAIGN.—

2 (1) IN GENERAL.—Not later than 1 year after
3 the date of enactment of this Act, the Secretary
4 shall carry out a public awareness campaign to in-
5 form the public about the paid annual leave estab-
6 lished under this section, which shall include infor-
7 mation about—

8 (A) the rights provided to an employee
9 under this section; and

10 (B) resources available to an employee if
11 the employee believes the rights provided under
12 this Act have been violated.

13 (2) AUTHORIZATION OF APPROPRIATIONS.—

14 There are authorized to be appropriated such sums
15 as are necessary to carry out this section.

16 (h) EFFECTIVE DATES.—

17 (1) EFFECTIVE DATE.—This section shall take
18 effect 180 days after the date of enactment of this
19 Act.

20 (2) COLLECTIVE BARGAINING AGREEMENTS.—

21 In the case of a collective bargaining agreement in
22 effect on the effective date prescribed under para-
23 graph (1), the Act shall take effect on the earlier
24 of—

1 (A) the date of the termination of such
2 agreement;

3 (B) the date of any amendment, made on
4 or after such effective date, to such agreement;
5 or

6 (C) the date that occurs 18 months after
7 such effective date.

8 **SEC. 5. CLEAN ENERGY PRODUCTION CREDIT.**

9 (a) RESTORATION OF PHASE OUT.—Section
10 45Y(d)(3) of the Internal Revenue Code of 1986 is amend-
11 ed by striking “calendar year 2032.” and inserting
12 “means the later of—

13 “(A) the calendar year in which the Sec-
14 retary determines that the annual greenhouse
15 gas emissions from the production of electricity
16 in the United States are equal to or less than
17 25 percent of the annual greenhouse gas emis-
18 sions from the production of electricity in the
19 United States for calendar year 2022, or

20 “(B) 2032.”.

21 (b) RESTORATION OF CREDIT FOR WIND AND SOLAR
22 FACILITIES.—Section 45Y(d) of such code is amended—

23 (1) in paragraph (1), by striking “Subject to
24 paragraph (4), the amount” and inserting “The
25 amount”, and

1 (2) by striking paragraph (4).

2 (c) RESTORATION OF CREDIT FOR WIND AND SOLAR
3 LEASING ARRANGEMENTS.—Section 45Y of such code is
4 amended by striking subsection (h).

5 (d) REPEAL OF PROVISION FOR EXISTING STUD-
6 IES.—Section 45Y(b)(2)(C) of such code is amended by
7 striking clause (iii).

8 (e) EFFECTIVE DATES.—The amendments made by
9 this section shall take effect as if included in section
10 70512 of Public Law 119–21.

11 **SEC. 6. CLEAN ELECTRICITY INVESTMENT CREDIT.**

12 (a) REPEAL OF TERMINATION FOR WIND AND SOLAR
13 FACILITIES.—Section 48(e) of the Internal Revenue Code
14 of 1986 is amended—

15 (1) in paragraph (1), by striking “Subject to
16 paragraph (4), the amount” and inserting “The
17 amount”, and

18 (2) by striking paragraph (4).

19 (b) RESTORATION OF CREDIT FOR EXPENDITURES
20 FOR WIND AND SOLAR LEASING ARRANGEMENTS.—

21 (1) IN GENERAL.—Section 48E of such code is
22 amended by striking subsection (i) and by redesign-
23 ating subsections (j) and (k) as subsections (i) and
24 (j), respectively.

1 (2) CONFORMING RULE REPEAL.—Section 50 of
 2 such code is amended by striking subsection (e).

3 (c) RESTORATION OF CREDIT FOR CERTAIN ENERGY
 4 PROPERTY.—Section 48(a)(2)(A)(ii) of such code is
 5 amended by striking “0 percent” and inserting “2 per-
 6 cent”.

7 (d) EFFECTIVE DATES.—The amendments made by
 8 this section shall take effect as if included in section
 9 70513 of Public Law 119–21.

10 **SEC. 7. PROVIDING COVERAGE FOR CERTAIN FALL PRE-**
 11 **VENTION ITEMS UNDER THE MEDICARE PRO-**
 12 **GRAM.**

13 (a) IN GENERAL.—

14 (1) COVERAGE.—Section 1861 of the Social Se-
 15 curity Act (42 U.S.C. 1395x) is amended—

16 (A) in subsection (n)—

17 (i) by striking “and wheelchairs” and
 18 inserting “wheelchairs”; and

19 (ii) by inserting “, and fall prevention
 20 items (as defined in subsection (ooo))”
 21 after “may prescribe); and

22 (B) by adding at the end the following new
 23 subsection:

24 “(ooo) FALL PREVENTION ITEMS.—The term ‘fall
 25 prevention items’ includes grab bars, non-slip mats, show-

1 er chairs, bed rails, and such other items or categories
2 of items as the Secretary may specify.”.

3 (2) EXCLUSION MODIFICATION.—Section
4 1862(a)(1) of the Social Security Act (42 U.S.C.
5 1395y(a)(1)) is amended—

6 (A) in subparagraph (O), by striking
7 “and” at the end;

8 (B) in subparagraph (P), by striking the
9 semicolon and inserting “, and”; and

10 (C) by adding at the end the following new
11 subparagraph:

12 “(Q) in the case of fall prevention items
13 (as defined in section 1861(ooo)), which are not
14 furnished pursuant to an order of a physician
15 or practitioner (as described in section
16 1842(b)(18)(C));”.

17 (b) EXEMPTION FROM SEQUESTRATION.—Notwith-
18 standing any other provision of law, payments for fall pre-
19 vention items (as defined in section 1861(ooo) of the So-
20 cial Security Act, as added by subsection (a)) under the
21 Medicare program shall not be subject to any reduction
22 under a sequestration issued under the Balanced Budget
23 and Emergency Deficit Control Act of 1985, the Statutory
24 Pay-As-You-Go Act of 2010, or any other provision of law.

1 (c) EFFECTIVE DATE.—The amendments made by
2 subsection (a) shall apply beginning 60 days after the date
3 of the enactment of this Act.

4 **SEC. 8. REPEAL.**

5 Sections 10101 through 10108 of the Act entitled
6 “An Act to provide for reconciliation pursuant to title II
7 of H. Con. Res. 14” (Public Law 119–21; 139 Stat. 80)
8 are repealed, and the provisions of law amended by such
9 sections are restored or revived as if those provisions had
10 not been amended by such sections.

11 **SEC. 9. TO ENSURE GLOBAL PEACE AND SECURITY.**

12 (a) INSPECTORS GENERAL AND ANNUAL STUDY.—
13 Section 101 of the United States Leadership Against HIV/
14 AIDS, Tuberculosis, and Malaria Act of 2003 (22 U.S.C.
15 7611) is amended—

16 (1) in subsection (f)(1)—

17 (A) in subparagraph (A), by striking
18 “March 25 of fiscal year 2025” and inserting
19 “2030”; and

20 (B) in subparagraph (C)(iv)—

21 (i) by striking “eleven” and inserting
22 “sixteen”; and

23 (ii) by striking “2025” and inserting
24 “2030”; and

25 (2) in subsection (g)—

1 (A) in paragraph (1), by striking “March
 2 25, 2025” and inserting “September 30,
 3 2030”; and

4 (B) in paragraph (2)—

5 (i) in the heading, by striking “2025”
 6 and inserting “2030”; and

7 (ii) by striking “March 25, 2025” and
 8 inserting “September 30, 2030”.

9 (b) PARTICIPATION IN THE GLOBAL FUND TO FIGHT
 10 AIDS, TUBERCULOSIS, AND MALARIA.—Section 202(d) of
 11 the United States Leadership Against HIV/AIDS, Tuber-
 12 culosis, and Malaria Act of 2003 (22 U.S.C. 7622(d)) is
 13 amended—

14 (1) in paragraph (4)—

15 (A) in subparagraph (A)—

16 (i) in clause (i), by striking “March
 17 25 of fiscal year 2025” and inserting
 18 “2030”; and

19 (ii) in clause (ii), by striking “March
 20 25 of fiscal year 2025” and inserting
 21 “2030”; and

22 (B) in subparagraph (B)(iii), by striking
 23 “2024 and March 25 of fiscal year 2025” and
 24 inserting “2030”; and

1 (2) in paragraph (5), by striking “2024 and for
2 fiscal year 2025 through March 25 of such fiscal
3 year” and inserting “2030”.

4 (c) ALLOCATION OF FUNDS.—Section 403 of the
5 United States Leadership Against HIV/AIDS, Tuber-
6 culosis, and Malaria Act of 2003 (22 U.S.C. 7673) is
7 amended—

8 (1) in subsection (b), by striking “2024 and fis-
9 cal year 2025 through March 25 of such fiscal year”
10 and inserting “2030”; and

11 (2) in subsection (c), in the matter preceding
12 paragraph (1), by striking “2024 and for fiscal year
13 2025 through March 25 of such fiscal year” and in-
14 serting “2030”.

15 **SEC. 10. TO SECURE THE HOMELAND AND PROTECT AMERI-**
16 **CANS.**

17 (a) IN GENERAL.—Title VII of the Homeland Secu-
18 rity Act of 2002 (6 U.S.C. 341 et seq.) is amended by
19 adding at the end the following new section:

20 **“SEC. 714. INTELLIGENCE TRANSPARENCY AND OVERSIGHT**
21 **PROGRAM OFFICE; OMBUDS.**

22 “(a) ESTABLISHMENT.—

23 “(1) IN GENERAL.—The Secretary shall estab-
24 lish within the Department an Intelligence Trans-
25 parency and Oversight Program Office (in this sec-

1 tion referred to as the ‘Office’) to carry out the fol-
2 lowing:

3 “(A) Review and assess information con-
4 cerning intelligence activities of the Depart-
5 ment, including relating to the timeliness, objec-
6 tivity, and independence from political consider-
7 ations of such activities.

8 “(B) Facilitate departmental decisions re-
9 garding making information publicly available
10 in a manner that enhances public under-
11 standing of such activities.

12 “(2) OMBUDS.—The Office shall be headed by
13 an Ombuds, who shall—

14 “(A) be a senior, career employee;

15 “(B) not hold any other position within the
16 Department;

17 “(C) have a background in—

18 “(i) intelligence;

19 “(ii) civil rights enforcement; and

20 “(iii) addressing matters of intel-
21 ligence timeliness, objectivity, and
22 politicization;

23 “(D) report directly to the Under Sec-
24 retary for Intelligence and Analysis; and

1 “(E) report directly to Congress with re-
2 spect to any urgent concerns.

3 “(b) DUTIES OF THE OMBUDS.—The Ombuds shall
4 have the following duties:

5 “(1) Serve, in consultation with the Privacy Of-
6 ficer appointed under section 222 and the Officer for
7 Civil Rights and Civil Liberties, as the Department’s
8 principal advisor regarding the following:

9 “(A) Safeguarding objectivity in intel-
10 ligence activities of the Department.

11 “(B) Ensuring such activities are inde-
12 pendent from political considerations.

13 “(2) Remain current and well-informed of
14 issues affecting intelligence activities.

15 “(3) Promote awareness among intelligence
16 components of the Department of the requirement
17 that all intelligence activities of the Department
18 shall be—

19 “(A) conducted in a manner consistent
20 with the protection of privacy rights, civil
21 rights, and civil liberties; and

22 “(B) objective and independent from polit-
23 ical considerations.

24 “(4) Provide, without fear of retaliation, con-
25 fidential forums to hear and help resolve individual

1 and organizational concerns regarding intelligence
2 activities of the Department, including relating to
3 real or perceived occurrences of civil rights or civil
4 liberties abuses, or politicization of analysis, biased
5 reporting, or lack of objectivity in intelligence collec-
6 tion or analysis.

7 “(5) Initiate reviews and make recommenda-
8 tions to the heads of the intelligence components of
9 the Department, as appropriate, related to the mat-
10 ters described in paragraph (4).

11 “(6) Facilitate departmental decisions regard-
12 ing making information publicly available in a man-
13 ner that enhances public understanding of the intel-
14 ligence activities of the Department, while con-
15 tinuing to protect information when disclosure of
16 such information would harm homeland security.

17 “(7) Ensure that the functions performed by
18 the Ombuds are complementary to existing functions
19 within the Department.

20 “(c) COORDINATION WITH INTELLIGENCE COMPO-
21 NENTS OF THE DEPARTMENT.—

22 “(1) IN GENERAL.—The heads of the intel-
23 ligence components of the Department shall each es-
24 tablish procedures to provide formal responses to
25 recommendations submitted to such officials by the

1 Ombuds pursuant to subsection (b)(5) within 60
2 days of receiving such recommendations.

3 “(2) ACCESS TO INFORMATION.—The Secretary
4 shall establish procedures to provide the Ombuds ac-
5 cess to all departmental information necessary to
6 execute the responsibilities of the Ombuds under this
7 section. The Ombuds may submit to the Secretary a
8 request for such information, and not later than 60
9 days after receiving such a request, the Secretary
10 shall provide the Ombuds with such information.

11 “(d) ANNUAL REPORTS.—Not later than one year
12 after the enactment of this Act and annually thereafter,
13 the Ombuds shall submit to the Committee on Homeland
14 Security and the Permanent Select Committee on Intel-
15 ligence of the House of Representatives and the Com-
16 mittee on Homeland Security and Governmental Affairs
17 and the Select Committee on Intelligence of the Senate
18 a report on its activities, findings, and recommendations
19 of the Ombuds over the immediately preceding 12-month
20 period.

21 “(e) DEFINITION.—In this section the term ‘intel-
22 ligence activity’ means the collection, gathering, proc-
23 essing, analysis, production, or dissemination of informa-
24 tion, including homeland security information, terrorism

1 information, and weapons of mass destruction informa-
2 tion.”.

3 (b) CLERICAL AMENDMENT.—The table of contents
4 in section 1(b) of the Homeland Security Act of 2002 is
5 amended by inserting after the item relating to section
6 713 the following new item:

“Sec. 714. Intelligence transparency and oversight program office; Ombuds.”.

7 (c) ASSESSMENT OF THE MAJOR THREATS TO THE
8 NATIONAL SECURITY.—The Director of the Central Intel-
9 ligence Agency, in consultation with the heads of such
10 other elements of the intelligence community (as defined
11 in section 3 of the National Security Act of 1947 (50
12 U.S.C. 3003)) as the Director considers appropriate, shall
13 submit to the Permanent Select Committee on Intelligence
14 of the House of Representatives and the Select Committee
15 on Intelligence of the Senate an assessment of the major
16 threats to the national security of the United States.

17 **SEC. 11. FISCAL YEAR 2027 INCREASE IN BASIC MILITARY**
18 **PAY.**

19 (a) WAIVER OF SECTION 1009 ADJUSTMENT.—The
20 adjustment in the rates of monthly basic pay authorized
21 for members of the uniformed services, to become effective
22 during fiscal year 2027 and required by section 1009 of
23 title 37, United States Code, shall not be made.

1 (b) INCREASE IN BASIC PAY.—Effective on October
 2 1, 2026, the rates of monthly basic pay for members of
 3 the uniformed services are increased by four percent.

4 **SEC. 12. INCREASE IN RATES OF WARTIME DISABILITY**
 5 **COMPENSATION.**

6 Effective on October 1, 2026, the Secretary of Vet-
 7 erans Affairs shall increase, by three percent, the dollar
 8 amounts in effect on September 30, 2026, for the payment
 9 of wartime disability compensation under section 1114 of
 10 title 38, United States Code.

11 **SEC. 13. TO PROTECT THE GOVERNMENT’S CRITICAL IN-**
 12 **FRASTRUCTURE AND TRAIN A CYBERSECU-**
 13 **RITY WORKFORCE.**

14 Section 302 of the Cybersecurity Enhancement Act
 15 of 2014 (15 U.S.C. 7442) is amended—

16 (1) in subsection (c), by striking “3 years” and
 17 inserting “5 years”; and

18 (2) in subsection (j), in the matter preceding
 19 paragraph (1)—

20 (A) by striking “A loan described sub-
 21 section (i)” and inserting “The full amount of
 22 a loan described in subsection (i), regardless of
 23 any other limitations placed on such loans
 24 under part D of title IV of the Higher Edu-
 25 cation Act of 1965 (20 U.S.C. 1087a et seq.)

1 or any implementing regulation, order, or pol-
 2 icy,”; and

3 (B) in paragraph (1), by striking “part D
 4 of title IV of the Higher Education Act of 1965
 5 (20 U.S.C. 1087a et seq.)” and inserting “such
 6 part”.

7 **SEC. 14. PROHIBITION OF OIL AND GAS LEASING IN CER-**
 8 **TAIN AREAS OF OUTER CONTINENTAL SHELF.**

9 Section 8 of the Outer Continental Shelf Lands Act
 10 (43 U.S.C. 1337) is amended by adding at the end the
 11 following:

12 “(q) PROHIBITION OF OIL AND GAS LEASING IN
 13 CERTAIN AREAS OF OUTER CONTINENTAL SHELF.—Not-
 14 withstanding any other provision of this section or any
 15 other law, the Secretary may not issue a lease for the ex-
 16 ploration, development, or production of oil or natural gas
 17 in any area of the outer Continental Shelf off the coast
 18 of the State of Maine, New Hampshire, Massachusetts,
 19 Rhode Island, or Connecticut.”.

20 **SEC. 15. PROHIBITION ON CREDITORS AND CONSUMER RE-**
 21 **PORTING AGENCIES CONCERNING MEDICAL**
 22 **INFORMATION.**

23 The final rule issued by the Bureau of Consumer Fi-
 24 nancial Protection titled “Prohibition on Creditors and
 25 Consumer Reporting Agencies Concerning Medical Infor-

1 mation (Regulation V)’’ (90 Fed. Reg. 3276; published
2 January 14, 2025) shall have the force and effect of law.

3 **SEC. 16. INVEST IN SMALL BUSINESSES.**

4 Not later than 180 days after the date of the enact-
5 ment of this Act, the Administrator of the Small Business
6 Administration may provide to small business concerns (as
7 defined in section 3 of the Small Business Act (15 U.S.C.
8 632))—

9 (1) assistance on how to hire graduates from
10 dual or concurrent enrollment programs; and

11 (2) information on dual or concurrent enroll-
12 ment programs about how students and graduates of
13 such programs can access resources and services of
14 small business development centers (as defined in
15 section 3 of the Small Business Act (15 U.S.C.
16 632)) to start and expand a small business concern.

17 **SEC. 17. APPROPRIATIONS TO PRESERVE COMPREHENSIVE**
18 **EARLY EDUCATION FOR CHILDREN.**

19 (a) APPROPRIATION.—There is hereby appropriated,
20 out of any money in the Treasury not otherwise appro-
21 priated, such amounts as may be necessary for the Admin-
22 istration for Children and Families to carry out activities
23 under the Head Start Act at the levels specified for such
24 account and under the authority and conditions provided
25 in applicable appropriations Acts for the Department of

1 Health and Human Services for fiscal year 2026, to re-
2 main available through September 30, 2028.

3 (b) LIMITATION.—None of the funds made available
4 by this section shall be used to initiate or resume any
5 project or activity for which appropriations, funds, or
6 other authority were specifically prohibited during fiscal
7 year 2026.

8 **SEC. 18. REQUIREMENT IN PRESIDENT’S BUDGET SUBMIS-**
9 **SION AND CONCURRENT BUDGET RESOLU-**
10 **TION WITH RESPECT TO COST OF LIVING.**

11 (a) PRESIDENT’S BUDGET SUBMISSION.—Section
12 1105(a) of title 31, United States Code, is amended by
13 adding at the end the following:

14 “(39) an analysis of proposals for the fiscal
15 year for which the budget is submitted to lower the
16 cost of living with respect to healthcare, utilities,
17 groceries, housing, transportation, and postsec-
18 ondary educational opportunities during such fiscal
19 year.”.

20 (b) BUDGET RESOLUTION.—Section 301(a) of the
21 Congressional Budget and Impoundment Control Act of
22 1974 (2 U.S.C. 632(a)) is amended—

23 (1) in paragraph (6), by striking “and” at the
24 end;

1 (2) in paragraph (7), by striking the period at
2 the end and inserting “; and”; and

3 (3) by adding at the end the following:

4 “(8) the decrease in the cost of living for the
5 public with respect to healthcare, utilities, groceries,
6 housing, transportation, and postsecondary edu-
7 cational opportunities for the fiscal year of the reso-
8 lution and for each of the 4 succeeding fiscal
9 years.”.

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