

119TH CONGRESS
2D SESSION

S. 5168

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

IN THE SENATE OF THE UNITED STATES

JULY 29, 2026

Mr. SCHATZ (for himself, Mr. PADILLA, Mr. SANDERS, Ms. DUCKWORTH, Mrs. GILLIBRAND, Mr. VAN HOLLEN, Mr. HEINRICH, and Ms. WARREN) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

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”.

6 **SEC. 2. PAID FAMILY AND MEDICAL LEAVE FOR FEDERAL** 7 **EMPLOYEES COVERED BY TITLE 5.**

8 Section 6382 of title 5, United States Code, is
9 amended—

1 (1) in subsection (a)—

2 (A) in paragraph (1)—

3 (i) in the matter preceding subpara-
 4 graph (A), by striking “12 administrative
 5 workweeks of leave” and inserting “12 ad-
 6 ministrative workweeks of leave plus any
 7 additional period of leave used under sub-
 8 section (d)(2)(B)(ii)”;

9 (ii) in subparagraph (B), by inserting
 10 “and in order to care for such son or
 11 daughter” before the period;

12 (B) by amending paragraph (2) to read as
 13 follows:

14 “(2)(A) The entitlement to leave under subparagraph
 15 (A) or (B) of paragraph (1) shall commence at time of
 16 birth or placement of a son or daughter and shall expire
 17 at the end of the 12-month period beginning on the date
 18 of such birth or placement.

19 “(B) Notwithstanding subparagraph (A), the entitle-
 20 ment to leave under paragraph (1)(B) in connection with
 21 adoption may commence prior to the placement of the son
 22 or daughter to be adopted for activities necessary to allow
 23 the adoption to proceed.”;

24 (C) in paragraph (4)—

1 (i) by striking “Subject to subsection
 2 (d)(2), during” and inserting “During”;
 3 and

4 (ii) by inserting “(or 26 administra-
 5 tive workweeks of leave plus any additional
 6 period of leave used under subsection
 7 (d)(2)(B)(ii))” after “26 administrative
 8 workweeks of leave”; and

9 (2) in subsection (d)—

10 (A) in paragraph (1), by striking the first
 11 sentence; and

12 (B) in paragraph (2)—

13 (i) in subparagraph (A), by striking
 14 “subparagraph (A) or (B)” and inserting
 15 “subparagraphs (A) through (E)”;

16 (ii) by striking “parental” each place
 17 it appears;

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

21 (iv) by amending subparagraph (E) to
 22 read as follows:

23 “(E) Nothing in this paragraph shall be construed
 24 to modify the service requirement in section 6381(1)(B).”;

1 (v) in subparagraph (F)(i), by striking
 2 “An employee” and inserting “With re-
 3 spect to leave described under subpara-
 4 graph (A) or (B) of subsection (a)(1), an
 5 employee”; and

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

8 “(H) Notwithstanding paragraph (2)(B)(i), with re-
 9 spect to any employee who received paid leave for an event
 10 giving rise to such leave under any other provision of law
 11 and who becomes subject to this section during the period
 12 of eligibility for paid leave under this section with respect
 13 to such event, any paid leave for such event provided by
 14 this section shall be reduced by the total number of days
 15 of paid leave taken by such employee under such other
 16 provision of law.”.

17 **SEC. 3. CONGRESSIONAL EMPLOYEES UNDER THE CON-**
 18 **GRESSIONAL ACCOUNTABILITY ACT OF 1995.**

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

21 (1) in subsection (a)—

22 (A) paragraph (1)—

23 (i) in the second sentence—

24 (I) by striking “subsection
 25 (a)(1)(A) or (B)” and inserting

1 “under any of subparagraphs (A)
2 through (E) of subsection (a)(1)”;
3 and

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

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

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

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

7 (2) in subsection (d)—

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

11 (B) in paragraph (1), by striking “sub-
 12 paragraph (A) or (B)” and inserting “any of
 13 subparagraphs (A) through (E)”;

14 (C) by striking “parental” each place the
 15 term appears; and

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

19 **SEC. 4. GAO, LIBRARY OF CONGRESS, POSTAL SERVICE,**
 20 **AND POSTAL REGULATORY COMMISSION EM-**
 21 **PLOYEES.**

22 The Family and Medical Leave Act of 1993 is amend-
 23 ed—

24 (1) in section 101(2)(E) (29 U.S.C.
 25 2611(2)(E))—

1 (A) in the subparagraph heading, by in-
 2 serting “, USPS, AND POSTAL REGULATORY
 3 COMMISSION” after “GAO”;

4 (B) by inserting “the United States Postal
 5 Service, or the Postal Regulatory Commission,”
 6 after “Government Accountability Office,”; and

7 (C) by striking “section 102(a)(1)(A) or
 8 (B)” and inserting “any of subparagraphs (A)
 9 through (E) of section 102(a)(1)”;

10 (2) in section 102 (29 U.S.C. 2612)—

11 (A) by adding at the end of subsection (a)
 12 the following:

13 “(6) SPECIAL RULES ON PERIOD OF LEAVE.—
 14 With respect to an employee of the Government Ac-
 15 countability Office, the Library of Congress, the
 16 United States Postal Service, or the Postal Regu-
 17 latory Commission—

18 “(A) in the case of leave that includes
 19 leave under subparagraph (A) through (E) of
 20 paragraph (1), the employee shall be entitled to
 21 12 administrative workweeks of leave plus any
 22 additional period of leave used under subsection
 23 (d)(3)(B)(ii) of this section or section
 24 202(d)(2)(B) of the Congressional Account-

ability Act of 1995 (2 U.S.C. 1312(d)(2)(B)),
as the case may be;

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

“(C) the entitlement to leave under para-
graph (1)(B) in connection with adoption may
commence prior to the placement of the son or
daughter to be adopted for activities necessary
to allow the adoption to proceed.”; and

(B) in subsection (d)(3)—

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

(ii) by striking “the Government Ac-
countability Office” and inserting “the
Government Accountability Office, the
United States Postal Service, or the Postal
Regulatory Commission” each place the
term appears;

1 (iii) by striking “parental” and insert-
 2 ing “family and medical” each place the
 3 term appears;

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

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

10 **SEC. 5. EMPLOYEES OF THE EXECUTIVE OFFICE OF THE**
 11 **PRESIDENT.**

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

14 (1) in subsection (a)(3), by striking “subpara-
 15 graph (A) or (B)” and inserting “subparagraphs (A)
 16 through (E)”; and

17 (2) in subsection (c), by striking “subparagraph
 18 (A) or (B)” and inserting “subparagraphs (A)
 19 through (E)” each place the term appears.

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

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

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

1 (2) by striking “parental” each place it ap-
2 pears.

3 **SEC. 7. TITLE 38 EMPLOYEES.**

4 Not later than 30 days after the date of enactment
5 of this Act, the Secretary of Veterans Affairs shall modify
6 the family and medical leave program provided by oper-
7 ation of section 7425(c) of title 38, United States Code,
8 to conform with this Act and the amendments made by
9 this Act.

10 **SEC. 8. DISTRICT OF COLUMBIA COURTS AND DISTRICT OF**
11 **COLUMBIA PUBLIC DEFENDER SERVICE.**

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

15 “(d)(1) In carrying out the Family and Medical
16 Leave Act of 1993 (29 U.S.C. 2601 et seq.) with respect
17 to nonjudicial employees of the District of Columbia
18 courts, the Joint Committee shall, notwithstanding any
19 provision of such Act, establish a paid family and medical
20 leave program for the leave described in subparagraphs
21 (A) through (E) of section 102(a)(1) of such Act (29
22 U.S.C. 2612(a)(1)).

23 “(2) In developing the terms and conditions for the
24 paid family and medical leave program under paragraph
25 (1), the Joint Committee may be guided by the terms and

1 conditions applicable to the provision of paid family and
2 medical leave for employees of the Federal Government
3 under chapter 63 of title 5, United States Code, and any
4 corresponding regulations.”.

5 (b) DISTRICT OF COLUMBIA PUBLIC DEFENDER
6 SERVICE.—Subsection (d) of section 305 of the District
7 of Columbia Court Reform and Criminal Procedure Act
8 of 1970 (sec. 2-1605, D.C. Official Code) is amended to
9 read as follows:

10 “(d)(1) In carrying out the Family and Medical
11 Leave Act of 1993 (29 U.S.C. 2601 et seq.) with respect
12 to employees of the Service, the Director shall, notwith-
13 standing any provision of such Act, establish a paid family
14 and medical leave program for the leave described in sub-
15 paragraphs (A) through (E) of section 102(a)(1) of such
16 Act (29 U.S.C. 2612(a)(1)).

17 “(2) In developing the terms and conditions for the
18 paid family and medical leave program under paragraph
19 (1), the Director may be guided by the terms and condi-
20 tions applicable to the provision of paid family and medical
21 leave for employees of the Federal Government under
22 chapter 63 of title 5, United States Code, and any cor-
23 responding regulations.”.

○