

Public Law 103-388  
103d Congress

An Act

To amend chapter 63 of title 5, United States Code, to provide that an employee of the Federal Government may use sick leave to attend to the medical needs of a family member, and for other purposes.

Oct. 22, 1994  
[H.R. 4361]

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,*

Federal  
Employees  
Family Friendly  
Leave Act.  
5 USC 6301 note.

**SECTION 1. SHORT TITLE.**

This Act may be cited as the “Federal Employees Family Friendly Leave Act”.

**SEC. 2. USE OF SICK LEAVE FOR PURPOSES RELATING TO A FAMILY MEMBER.**

Section 6307 of title 5, United States Code, is amended by adding at the end the following:

“(d)(1) For the purpose of this subsection, the term ‘family member’ shall have such meaning as the Office of Personnel Management shall by regulation prescribe, except that such term shall include any individual who meets the definition given that term, for purposes of the leave transfer program under subchapter III, under regulations prescribed by the Office (as in effect on January 1, 1993).

“(2) Subject to paragraph (3) and in addition to any other allowable purpose, sick leave may be used by an employee—

“(A) to give care or otherwise attend to a family member having an illness, injury, or other condition which, if an employee had such condition, would justify the use of sick leave by such an employee; or

“(B) for purposes relating to the death of a family member, including to make arrangements for or attend the funeral of such family member.

“(3)(A) Sick leave may be used by an employee for the purposes provided under paragraph (2) only to the extent the amount used for such purposes does not exceed—

“(i) 40 hours in any year, plus

“(ii) up to an additional 64 hours in any year, but only to the extent the use of such additional hours does not cause the amount of sick leave to the employee’s credit to fall below 80 hours.

“(B) In the case of a part-time employee or an employee on an uncommon tour of duty, the Office of Personnel Management shall establish limitations that are proportional to those prescribed under subparagraph (A).

Effective date.

“(4)(A) This subsection shall be effective during the 3-year period that begins upon the expiration of the 2-month period that begins on the date of the enactment of this subsection.

Reports.

“(B) Not later than 6 months before the date on which this subsection is scheduled to cease to be effective, the Office shall submit a report to Congress in which it shall evaluate the operation of this subsection and make recommendations as to whether or not this subsection should be continued beyond such date.”.

Approved October 22, 1994.

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LEGISLATIVE HISTORY—H.R. 4361:

HOUSE REPORTS: No. 103-722 (Comm. on Post Office and Civil Service).  
CONGRESSIONAL RECORD, Vol. 140 (1994):

Sept. 19, considered and passed House.

Oct. 7, considered and passed Senate, amended; House concurred  
in Senate amendments.