

116TH CONGRESS
1ST SESSION

H. R. 3639

To direct the Secretary of State to establish a standard parental leave policy applicable to Department of State employees, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JULY 9, 2019

Ms. HOULAHAN introduced the following bill; which was referred to the
Committee on Foreign Affairs

A BILL

To direct the Secretary of State to establish a standard parental leave policy applicable to Department of State 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 “Standardizing State
5 Department Parental Leave Act”.

6 **SEC. 2. STANDARDIZING DEPARTMENT PARENTAL LEAVE**
7 **POLICIES.**

8 (a) PURPOSE.—The purpose of this Act is to—

1 (1) afford every employee at the Department of
2 State equal access to leave and workplace flexibilities
3 for childbirth, adoption, and foster care;

4 (2) encourage the Department to work towards
5 a parental leave policy that will help recruit and re-
6 tain a dynamic, multi-talented, and diverse work-
7 force capable of meeting the national security and
8 foreign policy goals of the United States; and

9 (3) determine the impacts of flexible leave poli-
10 cies on recruitment and retention rates.

11 (b) ESTABLISHING STANDARD PARENTAL LEAVE
12 POLICIES.—

13 (1) IN GENERAL.—Not later than 120 days
14 after the date of the enactment of this Act, the Sec-
15 retary of State shall establish and implement a
16 standard parental leave policy applicable to Depart-
17 ment of State employees across all bureaus and of-
18 fices within the Department and Missions abroad.
19 Nothing in this section shall be construed to provide
20 any new category of leave not otherwise provided by
21 law.

22 (2) REPORTS.—Not later than 180 days after
23 the date of the enactment of this Act, the Secretary
24 shall submit to the appropriate congressional com-
25 mittees a report describing—

1 (A) the steps taken to implement the pol-
2 icy required under paragraph (1) across all bu-
3 reaus and offices within the Department and
4 Missions abroad; and

5 (B) any costs associated with such policy.

6 (3) APPROPRIATE CONGRESSIONAL COMMIT-
7 TEES.—For purposes of paragraph (2), the term
8 “appropriate congressional committees” means—

9 (A) the Committee on Foreign Relations of
10 the Senate;

11 (B) the Committee on Appropriations of
12 the Senate;

13 (C) the Committee on Foreign Affairs of
14 the House of Representatives; and

15 (D) the Committee on Appropriations of
16 the House of Representatives.

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