



Comprehensive Paid Leave for Federal Employees Act

Chairwoman Carolyn B. Maloney

Background

Under the Family and Medical Leave Act (FMLA), federal employees may take up to 12 weeks of unpaid leave for reasons relating to personal illness, illness of a family member or military deployment. Paid leave for these circumstances is necessary to allow employees to take care of themselves and their loved ones while still being able to provide for their families.

As part of the FY2020 National Defense Authorization Act (NDAA), Congress passed landmark legislation introduced by Chairwoman Maloney that guarantees paid parental leave to the 2.1 million employees of the federal government. The policy was implemented on October 1, 2020, but more must be done.

The federal government is the largest employer in the nation and should be a leader when it comes to family-friendly work policies. Comprehensive paid leave would help ensure the government can recruit and retain the best and the brightest in service for the American people.

Bill Summary

- Gives all federal employees up to 12 weeks paid family and medical leave in any 12-month period for one or any combination of the following reasons:
 - The care of an ill spouse, child or parent;
 - To care for a serious personal medical condition; or
 - To accommodate a spouse, child, or parent being designated to active duty military.
- All federal employees who are currently eligible for paid parental leave would be eligible for this expansion of paid leave. USPS and Postal Regulatory Commission employees would also be covered.
- The requirements to use this benefit are the same currently in place for federal employees and their use of unpaid family leave. Federal employees must have worked for a federal

agency for at least 12 months. The total amount of time that employees use paid leave for any reason would remain at 12 weeks.

- Funds are payable from any appropriation or fund available for salaries or expenses for positions within the employing agency.
- Employees would not be required to exhaust annual leave in order to request paid family leave under this policy.
- An employee must provide notice of his or her intent to take family and medical leave not less than 30 days before leave is to begin or, in emergencies, as soon as is practicable.
- An agency may request medical certification for FMLA leave taken by the employee or a relative who has a serious health condition.