

103<sup>RD</sup> CONGRESS  
2<sup>D</sup> SESSION

**H. R. 4361**

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**AMENDMENTS**

***In the Senate of the United States,***

*October 7 (legislative day, September 12), 1994.*

*Resolved*, That the bill from the House of Representatives (H.R. 4361) entitled “An Act to amend 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; to modify the voluntary leave transfer program with respect to employees who are members of the same family; and for other purposes”, do pass with the following

**AMENDMENTS:**

Strike out all after the enacting clause and insert:

1 ***SECTION 1. SHORT TITLE.***

2 *This Act may be cited as the “Federal Employees Fam-*  
3 *ily Friendly Leave Act”.*

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

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

8 *“(d)(1) For the purpose of this subsection, the term*  
9 *‘family member’ shall have such meaning as the Office of*  
10 *Personnel Management shall by regulation prescribe, except*  
11 *that such term shall include any individual who meets the*  
12 *definition given that term, for purposes of the leave transfer*

1 *program under subchapter III, under regulations prescribed*  
2 *by the Office (as in effect on January 1, 1993).*

3 *“(2) Subject to paragraph (3) and in addition to any*  
4 *other allowable purpose, sick leave may be used by an em-*  
5 *ployee—*

6 *“(A) to give care or otherwise attend to a family*  
7 *member having an illness, injury, or other condition*  
8 *which, if an employee had such condition, would jus-*  
9 *tify the use of sick leave by such an employee; or*

10 *“(B) for purposes relating to the death of a fam-*  
11 *ily member, including to make arrangements for or*  
12 *attend the funeral of such family member.*

13 *“(3)(A) Sick leave may be used by an employee for*  
14 *the purposes provided under paragraph (2) only to the ex-*  
15 *tent the amount used for such purposes does not exceed—*

16 *“(i) 40 hours in any year, plus*

17 *“(ii) up to an additional 64 hours in any year,*  
18 *but only to the extent the use of such additional hours*  
19 *does not cause the amount of sick leave to the employ-*  
20 *ee’s credit to fall below 80 hours.*

21 *“(B) In the case of a part-time employee or an em-*  
22 *ployee on an uncommon tour of duty, the Office of Person-*  
23 *nel Management shall establish limitations that are propor-*  
24 *tional to those prescribed under subparagraph (A).*

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

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

Amend the title so as to read: “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.”.

Attest:

*Secretary.*