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(Original Signature of Member)

118TH CONGRESS  
1ST SESSION

**H. R.** \_\_\_\_\_

To extend protections to part-time workers in the areas of family and medical leave and to ensure equitable treatment in the workplace.

\_\_\_\_\_  
**IN THE HOUSE OF REPRESENTATIVES**

Ms. SCHAKOWSKY introduced the following bill; which was referred to the Committee on \_\_\_\_\_  
\_\_\_\_\_

**A BILL**

To extend protections to part-time workers in the areas of family and medical leave and to ensure equitable treatment in the workplace.

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 “Part-Time Worker Bill  
5       of Rights Act”.

6       **SEC. 2. TABLE OF CONTENTS.**

7       The table of contents is as follows:

Sec. 1. Short title.

Sec. 2. Table of contents.

TITLE I—EXPANDING ACCESS TO BENEFITS FOR PART-TIME  
WORKERS

Sec. 101. Elimination of hours of service requirement for FMLA leave.

TITLE II—ENSURING FAIR TREATMENT FOR PART-TIME AND  
TEMPORARY WORKERS

Sec. 201. Definitions.

Sec. 202. Elimination of discrimination on the basis of hours worked.

Sec. 203. Offer of work to existing employees.

Sec. 204. Prohibited acts.

Sec. 205. Remedies and enforcement.

Sec. 206. Regulations.

1 **TITLE I—EXPANDING ACCESS TO**  
2 **BENEFITS FOR PART-TIME**  
3 **WORKERS**

4 **SEC. 101. ELIMINATION OF HOURS OF SERVICE REQUIRE-**  
5 **MENT FOR FMLA LEAVE.**

6 (a) AMENDMENT.—Section 101(2)(A) of the Family  
7 and Medical Leave Act of 1993 (29 U.S.C. 2611(2)(A))  
8 is amended to read as follows:

9 “(A) IN GENERAL.—The term ‘eligible em-  
10 ployee’ means an employee who has been em-  
11 ployed for at least 90 days by the employer with  
12 respect to whom leave is requested under sec-  
13 tion 102.”.

14 (b) AMENDMENTS TO RELATED STATUTES.—

15 (1) CONGRESSIONAL ACCOUNTABILITY ACT OF  
16 1995.—Section 202(a)(2)(B) of the Congressional  
17 Accountability Act of 1995 (2 U.S.C.  
18 1312(a)(2)(B)) is amended by striking “12 months  
19 and for at least 1,250 hours of employment during

1 the previous 12 months” and inserting “at least 90  
2 days”.

3 (2) TITLE 3, UNITED STATES CODE.—Section  
4 412(a)(2)(B) of title 3, United States Code, is  
5 amended by striking “12 months and for at least  
6 1,250 hours of employment during the previous 12  
7 months” and inserting “at least 90 days”.

8 (3) TITLE 5, UNITED STATES CODE.—Chapter  
9 63 of title 5, United States Code, is amended—

10 (A) in section 6381(1)(B), by striking “at  
11 least 12 months of service” and inserting “at  
12 least 90 days of service”; and

13 (B) in section 6382(d)(2)(E), by striking  
14 “at least 12 months of service” and inserting  
15 “at least 90 days of service”.

16 (c) CONFORMING AMENDMENTS.—

17 (1) Section 101(2) of the Family and Medical  
18 Leave Act of 1993 (29 U.S.C. 2611(2)) is amend-  
19 ed—

20 (A) by striking subparagraphs (C) and  
21 (D); and

22 (B) by redesignating subparagraph (E) as  
23 subparagraph (C).

24 (2) Section 102(a) of such Act (29 U.S.C.  
25 2612(a)) is amended by striking paragraph (5).

1 (d) EFFECTIVE DATE.—The amendments made by  
2 subsections (a), (b), and (c) shall take effect beginning  
3 on the date that is 1 year after the date of enactment  
4 of this Act.

5 **TITLE II—ENSURING FAIR**  
6 **TREATMENT FOR PART-TIME**  
7 **AND TEMPORARY WORKERS**

8 **SEC. 201. DEFINITIONS.**

9 In this title:

10 (1) EMPLOY.—The term “employ” has the  
11 meaning given the term in section 3(g) of the Fair  
12 Labor Standards Act of 1938 (29 U.S.C. 203(g)).

13 (2) EMPLOYEE.—The term “employee” means  
14 an individual who is—

15 (A) an employee, as defined in section 3(e)  
16 of the Fair Labor Standards Act of 1938 (29  
17 U.S.C. 203(e)), who is not covered under any of  
18 subparagraphs (B) through (F), except that a  
19 reference in such section to an employer shall  
20 be considered to be a reference to a person in  
21 commerce described in paragraph (3)(A);

22 (B) a State employee described in section  
23 304(a) of the Government Employee Rights Act  
24 of 1991 (42 U.S.C. 2000e–16c(a));

1 (C) a covered employee, as defined in sec-  
2 tion 101 of the Congressional Accountability  
3 Act of 1995 (2 U.S.C. 1301), except that such  
4 term shall not include an applicant for employ-  
5 ment;

6 (D) a covered employee, as defined in sec-  
7 tion 411(c) of title 3, United States Code;

8 (E) a Federal officer or employee covered  
9 under subchapter V of chapter 63 of title 5,  
10 United States Code; or

11 (F) an employee of the Government Ac-  
12 countability Office.

13 (3) EMPLOYER.—The term “employer”—

14 (A)(i) means any person in commerce  
15 that—

16 (I) employs more than 15 employees  
17 described in paragraph (2)(A), which shall  
18 be calculated by including all employees de-  
19 scribed in paragraph (2)(A) performing  
20 work for compensation on a full-time, part-  
21 time, or temporary basis, except that if the  
22 number of such employees who perform  
23 work for such a person for compensation  
24 fluctuates, the number may be determined  
25 for a calendar year based upon the average

1 number of such employees who performed  
2 work for the person for compensation dur-  
3 ing the preceding calendar year; or

4 (II) is part of an integrated enter-  
5 prise, chain of businesses, group of fran-  
6 chises associated with a franchisor, or net-  
7 work of franchises that, in the aggregate,  
8 employs more than 15 employees, cal-  
9 culated in accordance with subclause (I);

10 (ii) includes—

11 (I) any person who acts, directly or  
12 indirectly, in the interest of such an em-  
13 ployer to any of the employees (described  
14 in clause (i)) of such employer; and

15 (II) any successor in interest of such  
16 an employer; and

17 (iii) includes an agency described in sub-  
18 paragraph (A)(iii) of section 101(4) of the  
19 Family and Medical Leave Act of 1993 (29  
20 U.S.C. 2611(4)), to which subparagraph (B) of  
21 such section shall apply;

22 (B) is an entity employing a State em-  
23 ployee described in section 304(a) of the Gov-  
24 ernment Employee Rights Act of 1991 (42  
25 U.S.C. 2000e–16c(a));

1 (C) is an employing office, as defined in  
2 section 101 of the Congressional Accountability  
3 Act of 1995 (2 U.S.C. 1301);

4 (D) is an employing office, as defined in  
5 section 411(c) of title 3, United States Code;

6 (E) is an employing agency covered under  
7 subchapter V of chapter 63 of title 5, United  
8 States Code; or

9 (F) is the Comptroller General of the  
10 United States.

11 (4) PERSON.—The term “person”, except as  
12 used with the term “person in commerce”, has the  
13 meaning given the term in section 3(a) of the Fair  
14 Labor Standards Act of 1938 (29 U.S.C. 203(a)).

15 (5) PERSON IN COMMERCE.—

16 (A) IN GENERAL.—The term “person in  
17 commerce” means any person who is engaged  
18 in commerce, in any industry or activity affect-  
19 ing commerce, or in the production of goods for  
20 commerce.

21 (B) COMMERCE.—In subparagraph (A),  
22 the term “commerce” includes government.

23 (6) SECRETARY.—The term “Secretary” means  
24 the Secretary of Labor.

1   **SEC. 202. ELIMINATION OF DISCRIMINATION ON THE BASIS**  
2                   **OF HOURS WORKED.**

3           (a) RULE.—

4               (1) IN GENERAL.—An employer shall not dis-  
5           criminate against an employee on the basis that  
6           such employee is scheduled to work fewer hours per  
7           week, or is employed for a shorter expected duration,  
8           than another employee of the employer if the jobs of  
9           such employees require substantially equal skill, ef-  
10          fort, responsibility, and duties and such jobs are per-  
11          formed under similar working conditions.

12           (2) EXAMPLES.—Discrimination described in  
13          paragraph (1) shall include differential treatment  
14          with respect to—

15                   (A) rate of compensation;

16                   (B) notice of, and input into, work hours;

17                   (C) eligibility to accrue, on a pro rata  
18          basis, employer-provided paid and unpaid time  
19          off and other benefits;

20                   (D) promotion opportunities; or

21                   (E) other terms, conditions, or privileges of  
22          employment.

23          (b) DISTINCTIONS PERMITTED.—This section shall  
24          not be construed to prohibit differences in rate of com-  
25          pensation, or other conditions, terms, or privileges of em-  
26          ployment, of employees of an employer for reasons other



1 than the number of hours the employees are scheduled to  
2 work per week, or the expected duration of employment  
3 of the employees, including for reasons such as—

4 (1) the date on which the employees are hired;

5 (2) a merit system; or

6 (3) a system that measures earnings by quan-  
7 tity per hour or quality of production.

8 **SEC. 203. OFFER OF WORK TO EXISTING EMPLOYEES.**

9 (a) WRITTEN STATEMENTS REQUIRED.—Upon hir-  
10 ing an employee, an employer shall—

11 (1) obtain a written statement of the employee's  
12 desired number of weekly work hours and the days  
13 and times the employee is available to work;

14 (2) notify the employee that this written state-  
15 ment may be modified in writing at any time during  
16 employment; and

17 (3) specify the process to modify the written  
18 statement.

19 (b) OFFER OF DESIRED WEEKLY WORK HOURS TO  
20 EXISTING EMPLOYEES.—

21 (1) IN GENERAL.—Except as provided in para-  
22 graph (2), an employer shall schedule an employee  
23 to work the number of weekly hours identified by the  
24 employee as desired weekly hours in a written state-  
25 ment under subsection (a) prior to hiring any new

1 employee from an external applicant pool, including  
2 hiring through the use of a temporary services or  
3 staffing agency, or contracting with a contractor or  
4 subcontractor, to work such hours.

5 (2) EXCEPTIONS.—An employer may hire an  
6 individual as a new employee, or engage a contractor  
7 or subcontractor, to perform work for the employer  
8 if—

9 (A) the employer needs to fill hours for  
10 which no existing employees who have provided  
11 written statements under subsection (a) are  
12 available based on such written statements;

13 (B) all existing employees who have pro-  
14 vided written statements under subsection (a)  
15 lack, and cannot obtain with reasonable train-  
16 ing, the qualifications necessary to perform the  
17 work; or

18 (C) scheduling any such employee to per-  
19 form the work would require providing such em-  
20 ployee overtime compensation at a rate not less  
21 than one and one half times the regular rate at  
22 which the employee is employed, in accordance  
23 with section 7 of the Fair Labor Standards Act  
24 of 1938 (29 U.S.C. 207) or any State law.

25 (c) COMPENSATION REQUIRED.—

1           (1) IN GENERAL.—Except as provided in para-  
2       graph (2), an employee (referred to in this sub-  
3       section as an “existing employee”) who is not sched-  
4       uled for the desired number of total weekly work  
5       hours identified by the employee in a written state-  
6       ment under subsection (a) shall be compensated for  
7       each hour worked by a newly hired employee, con-  
8       tractor, or subcontractor hired after the existing em-  
9       ployee so identified such number of hours, during an  
10      hour that such existing employee identified in a writ-  
11      ten statement under such subsection as an hour for  
12      which the employee is available to work.

13           (2) EXCEPTION.—An employer shall not be re-  
14      quired to compensate an existing employee under  
15      paragraph (1) for any hour of work for which—

16           (A) the employee lacks, or cannot obtain  
17           with reasonable training, the qualifications nec-  
18           essary to perform the work;

19           (B) scheduling such employee to perform  
20           the work would require providing the employee  
21           overtime compensation as described in sub-  
22           section (b)(2)(C);

23           (C) the employer made a reasonable at-  
24           tempt to contact the employee to work such  
25           hour and was unable to reach the employee; or

1 (D) the employee was otherwise no longer  
2 available.

3 (d) DEFINITION.—For purposes of this section, the  
4 terms “written”, with respect to a statement, and “writ-  
5 ing” mean a printed or printable communication in phys-  
6 ical or electronic form.

7 **SEC. 204. PROHIBITED ACTS.**

8 (a) INTERFERENCE WITH RIGHTS.—It shall be un-  
9 lawful for any employer to interfere with, restrain, or deny  
10 the exercise or the attempt to exercise, any rights set forth  
11 under this title.

12 (b) RETALIATION PROHIBITED.—It shall be unlawful  
13 for any employer to discharge, threaten to discharge, de-  
14 mote, suspend, reduce work hours of, or otherwise dis-  
15 criminate (including taking any other adverse employment  
16 action) against any person because of an employee of the  
17 employer exercising the rights of the employee under this  
18 title or opposing any practice made unlawful by this title.

19 (c) INTERFERENCE WITH PROCEEDINGS OR INQUIR-  
20 IES.—It shall be unlawful for any person to discharge or  
21 in any other manner discriminate against an individual be-  
22 cause such individual—

23 (1) has filed any charge, or has instituted or  
24 caused to be instituted any proceeding, under or re-  
25 lated to this title;

1           (2) has given, or is about to give, any informa-  
2           tion in connection with any inquiry or proceeding re-  
3           lating to any right provided under this title; or

4           (3) has testified, or is about to testify, in any  
5           inquiry or proceeding relating to any right provided  
6           under this title.

7   **SEC. 205. REMEDIES AND ENFORCEMENT.**

8           (a) INVESTIGATIVE AUTHORITY.—

9           (1) IN GENERAL.—To ensure compliance with  
10          this title, including any regulation or order issued  
11          under this title, the Secretary shall have, subject to  
12          paragraph (3), the investigative authority provided  
13          under section 11(a) of the Fair Labor Standards  
14          Act of 1938 (29 U.S.C. 211(a)).

15          (2) OBLIGATION TO KEEP AND PRESERVE  
16          RECORDS.—

17               (A) IN GENERAL.—Each employer shall  
18               maintain for a period of not less than 3 years,  
19               or for the duration of any claim (including the  
20               duration of a related civil action or investiga-  
21               tion) pending pursuant to this title, whichever  
22               is longer, all records necessary to demonstrate  
23               compliance with this title, including compliance  
24               with the requirements of regulations issued by  
25               the Secretary under section 206. Such records

1           shall include documentation of offers of hours  
2           of work to employees and responses to such of-  
3           fers.

4           (B) COPIES.—Each employer shall, upon a  
5           reasonable request of an employee of the em-  
6           ployer, provide the employee with a copy of the  
7           records described in subparagraph (A) relating  
8           to the employee.

9           (3) REQUIRED SUBMISSIONS GENERALLY LIM-  
10          ITED TO AN ANNUAL BASIS.—The Secretary shall  
11          not require, under the authority of this subsection,  
12          any employer to submit to the Secretary any books  
13          or records more than once during any 12-month pe-  
14          riod, unless the Secretary has reasonable cause to  
15          believe there may exist a violation of this title, in-  
16          cluding any regulation or order issued pursuant to  
17          this title, or is investigating a charge pursuant to  
18          subsection (c).

19          (4) SUBPOENA POWERS.—For the purposes of  
20          any investigation provided for in this subsection, the  
21          Secretary shall have the subpoena authority provided  
22          for under section 9 of the Fair Labor Standards Act  
23          of 1938 (29 U.S.C. 209).

24          (b) CIVIL ACTION BY EMPLOYEES.—

25          (1) LIABILITY.—

1 (A) IN GENERAL.—Any employer who vio-  
2 lates section 202, 203, or 204 (each such provi-  
3 sion referred to in this section as a “covered  
4 provision”) shall be liable to any person af-  
5 fected for—

6 (i) damages equal to the amount of—

7 (I) any wages, salary, employ-  
8 ment benefits (as defined in section  
9 101 of the Family and Medical Leave  
10 Act of 1993 (29 U.S.C. 2611)), or  
11 other compensation denied, lost, or  
12 owed to such employee by reason of  
13 the violation; or

14 (II) in a case in which wages,  
15 salary, employment benefits (as so de-  
16 fined), or other compensation have  
17 not been denied, lost, or owed to the  
18 employee, any actual monetary losses  
19 sustained by the employee as a direct  
20 result of the violation;

21 (ii) interest on the amount described  
22 in clause (i) calculated at the prevailing  
23 rate;

24 (iii) except as provided in subpara-  
25 graph (B), an additional amount as liq-

1           uidated damages equal to the sum of the  
2           amount described in clause (i) and the in-  
3           terest described in clause (ii); and

4           (iv) such equitable relief as may be  
5           appropriate, including employment, rein-  
6           statement, and promotion.

7           (B) EXCEPTION FOR LIQUIDATED DAM-  
8           AGES.—If an employer who has violated a cov-  
9           ered provision proves to the satisfaction of the  
10          court that the act or omission which violated  
11          the covered provision was in good faith and that  
12          the employer had reasonable grounds for believ-  
13          ing that the act or omission was not a violation  
14          of a covered provision, such court may, in the  
15          discretion of the court, reduce the amount of li-  
16          ability under subparagraph (A) to the amount,  
17          interest, and equitable relief determined under  
18          clauses (i), (ii), and (iv), respectively.

19          (2) RIGHT OF ACTION.—An action to recover  
20          the damages, interest, or equitable relief set forth in  
21          paragraph (1) may be maintained against any em-  
22          ployer (including a public agency) in any Federal or  
23          State court of competent jurisdiction by any one or  
24          more employees for and on behalf of—

25               (A) such employees; or



1 (B) such employees and any other employ-  
2 ees similarly situated.

3 (3) FEES AND COSTS.—The court in such an  
4 action shall, in addition to any judgment awarded to  
5 the plaintiff, allow a reasonable attorney's fee, rea-  
6 sonable expert witness fees, and other costs of the  
7 action to be paid by the defendant.

8 (4) LIMITATIONS.—The right provided by para-  
9 graph (2) to bring an action by or on behalf of any  
10 employee shall terminate on the filing of a complaint  
11 by the Secretary in an action under subsection (c)(4)  
12 in which a recovery is sought of the damages, inter-  
13 est, or equitable relief described in paragraph (1)(A)  
14 owing to an employee by an employer liable under  
15 paragraph (1) unless the action is dismissed without  
16 prejudice on motion of the Secretary.

17 (c) ACTIONS BY THE SECRETARY.—

18 (1) ADMINISTRATIVE ACTION.—The Secretary  
19 shall receive, investigate, and attempt to resolve  
20 complaints of violations of this title in the same  
21 manner that the Secretary receives, investigates, and  
22 attempts to resolve complaints of violations of sec-  
23 tions 6 and 7 of the Fair Labor Standards Act of  
24 1938 (29 U.S.C. 206 and 207), and may issue an  
25 order making determinations, and assessing a civil

1 penalty described in paragraph (3) (in accordance  
2 with such paragraph), with respect to such an al-  
3 leged violation.

4 (2) ADMINISTRATIVE REVIEW.—An affected  
5 person who takes exception to an order issued under  
6 paragraph (1) may request review of and a decision  
7 regarding such an order by an administrative law  
8 judge. In reviewing the order, the administrative law  
9 judge may hold an administrative hearing con-  
10 cerning the order, in accordance with the require-  
11 ments of sections 554, 556, and 557 of title 5,  
12 United States Code. Such hearing shall be conducted  
13 expeditiously.

14 (3) CIVIL PENALTY.—

15 (A) IN GENERAL.—An employer who will-  
16 fully and repeatedly violates—

17 (i) section 204(a) shall be subject to  
18 a civil penalty in an amount to be deter-  
19 mined by the Secretary, but not to be less  
20 than \$500, or more than \$1,000, per viola-  
21 tion (subject to subparagraph (B)); or

22 (ii) subsection (b) or (c) of section  
23 204 shall be subject to a civil penalty in an  
24 amount to be determined by the Secretary,  
25 but not to be less than \$1,100, or more

1           than \$5,000, per violation (subject to sub-  
2           paragraph (B)).

3           (B) INFLATION.—The Secretary shall, for  
4           each year beginning with calendar year 2024,  
5           increase the minimum and maximum amounts  
6           for the penalties described in clauses (i) and (ii)  
7           of subparagraph (A) by a percentage equal to  
8           the percentage increase in the Consumer Price  
9           Index for All Urban Consumers, published by  
10          the Department of Labor, between December  
11          2023 and the December prior to the year for  
12          which the increase takes effect.

13          (C) WILLFUL VIOLATION.—For purposes  
14          of this section, an employer willfully violates a  
15          provision of section 204 when, after taking into  
16          account all of the facts and circumstances sur-  
17          rounding the violation, it is determined that the  
18          employer—

19                  (i) knew that its conduct was prohib-  
20                  ited by such section; or

21                  (ii) showed reckless disregard for the  
22                  requirements of such section.

23          (4) CIVIL ACTION.—

1 (A) IN GENERAL.—The Secretary may  
2 bring an action in any court of competent juris-  
3 diction on behalf of aggrieved employees to—

4 (i) restrain violations of this title;

5 (ii) obtain such equitable relief as may  
6 be appropriate, including employment, re-  
7 instatement, and promotion; and

8 (iii) in the case of a violation of a cov-  
9 ered provision, recover the damages, inter-  
10 est, and equitable relief described in  
11 clauses (i) through (iv) of subsection  
12 (b)(1)(A).

13 (B) RECOVERY ON BEHALF OF EMPLOY-  
14 EES.—Any sums recovered by the Secretary  
15 under subparagraph (A) on behalf of an em-  
16 ployee shall be held in a special deposit account  
17 and shall be paid, on order of the Secretary, di-  
18 rectly to the employee affected. Any such sums  
19 not paid to an employee because of inability to  
20 do so within a period of 3 years shall be depos-  
21 ited in the Treasury and credited to miscella-  
22 neous receipts.

23 (d) LIMITATION.—

24 (1) IN GENERAL.—Except as provided in para-  
25 graph (2), an action may be brought under this sec-

1       tion not later than 2 years after the date of the last  
2       event constituting the alleged violation for which the  
3       action is brought.

4           (2) WILLFUL VIOLATION.—In the case of such  
5       action brought for a willful violation of section 204  
6       (as described in subsection (c)(3)), such action may  
7       be brought within 3 years of the date of the last  
8       event constituting the alleged violation for which  
9       such action is brought.

10          (3) COMMENCEMENT.—In determining when an  
11       action is commenced by the Secretary or by an em-  
12       ployee under this section for the purposes of this  
13       subsection, it shall be considered to be commenced  
14       on the date when the complaint is filed.

15       (e) OTHER ADMINISTRATIVE OFFICERS.—

16           (1) EMPLOYEES COVERED BY CONGRESSIONAL  
17       ACCOUNTABILITY ACT OF 1995.—The powers and  
18       procedures provided in the Congressional Account-  
19       ability Act of 1995 (2 U.S.C. 1301 et seq.) to the  
20       Board (as defined in section 101 of that Act (2  
21       U.S.C. 1301)), or any person, alleging a violation of  
22       section 202(a)(1) of that Act (2 U.S.C. 1312(a)(1))  
23       shall be the powers and procedures this title provides  
24       to that Board, or any person, alleging a violation of

1       this title against an employee described in section  
2       201(2)(C).

3           (2) EMPLOYEES COVERED BY CHAPTER 5 OF  
4       TITLE 3, UNITED STATES CODE.—The powers and  
5       procedures provided in chapter 5 of title 3, United  
6       States Code, to the President, the Merit Systems  
7       Protection Board, or any person, alleging a violation  
8       of section 412(a)(1) of that title, shall be the powers  
9       and procedures this title provides to the President,  
10      that Board, or any person, respectively, alleging a  
11      violation of this title against an employee described  
12      in section 201(2)(D).

13          (3) EMPLOYEES COVERED BY CHAPTER 63 OF  
14      TITLE 5, UNITED STATES CODE.—The powers and  
15      procedures provided in title 5, United States Code,  
16      to an employing agency, provided in chapter 12 of  
17      that title to the Merit Systems Protection Board, or  
18      provided in that title to any person, alleging a viola-  
19      tion of chapter 63 of that title, shall be the powers  
20      and procedures this title provides to that agency,  
21      that Board, or any person, respectively, alleging a  
22      violation of this title against an employee described  
23      in section 201(2)(E).

24          (4) COMPTROLLER GENERAL.—In the case of  
25      employees of the Government Accountability Office,

1 the authority of the Secretary under this title shall  
2 be exercised by the Comptroller General of the  
3 United States.

4 **SEC. 206. REGULATIONS.**

5 (a) SECRETARY OF LABOR.—Except as provided in  
6 subsections (b) through (e), not later than 180 days after  
7 the date of enactment of this Act, the Secretary shall issue  
8 such regulations as may be necessary to implement this  
9 title.

10 (b) BOARD.—

11 (1) IN GENERAL.—Not later than 180 days  
12 after the date of enactment of this Act, the Board  
13 of Directors of the Office of Congressional Work-  
14 place Rights shall issue such regulations as may be  
15 necessary to implement this title with respect to em-  
16 ployees described in section 201(2)(C). The proce-  
17 dures applicable to regulations of the Board issued  
18 for the implementation of the Congressional Ac-  
19 countability Act of 1995 (2 U.S.C. 1301 et seq.),  
20 prescribed in section 304 of that Act (2 U.S.C.  
21 1384), shall be the procedures applicable to regula-  
22 tions issued under this subsection.

23 (2) CONSIDERATION.—In prescribing the regu-  
24 lations, the Board shall take into consideration the  
25 enforcement and remedies provisions concerning the

1 Office and applicable to rights and protections under  
2 the Family and Medical Leave Act of 1993 (29  
3 U.S.C. 2601 et seq.), under the Congressional Ac-  
4 countability Act of 1995 (2 U.S.C. 1301 et seq.).

5 (3) MODIFICATIONS.—The regulations issued  
6 under paragraph (1) to implement this title shall be  
7 the same as substantive regulations issued by the  
8 Secretary to implement this title, except to the ex-  
9 tent that the Board may determine, for good cause  
10 shown and stated together with the regulations  
11 issued by the Board, that a modification of such  
12 substantive regulations would be more effective for  
13 the implementation of the rights and protections  
14 under this title.

15 (c) PRESIDENT.—

16 (1) IN GENERAL.—Not later than 180 days  
17 after the date of enactment of this Act, the Presi-  
18 dent shall issue such regulations as may be nec-  
19 essary to implement this title with respect to em-  
20 ployees described in section 201(2)(D).

21 (2) CONSIDERATION.—In prescribing the regu-  
22 lations, the President shall take into consideration  
23 the enforcement and remedies provisions concerning  
24 the President and the Merit Systems Protection  
25 Board, and applicable to rights and protections



1 under the Family and Medical Leave Act of 1993,  
2 under chapter 5 of title 3, United States Code.

3 (3) MODIFICATIONS.—The regulations issued  
4 under paragraph (1) to implement this title shall be  
5 the same as substantive regulations issued by the  
6 Secretary to implement this title, except to the ex-  
7 tent that the President may determine, for good  
8 cause shown and stated together with the regula-  
9 tions issued by the President, that a modification of  
10 such substantive regulations would be more effective  
11 for the implementation of the rights and protections  
12 under this title.

13 (d) OFFICE OF PERSONNEL MANAGEMENT.—

14 (1) IN GENERAL.—Not later than 180 days  
15 after the date of enactment of this Act, the Office  
16 of Personnel Management shall issue such regula-  
17 tions as may be necessary to implement this title  
18 with respect to employees described in section  
19 201(2)(E).

20 (2) CONSIDERATION.—In prescribing the regu-  
21 lations, the Office shall take into consideration the  
22 enforcement and remedies provisions concerning an  
23 employing agency and the Merit Systems Protection  
24 Board under subchapter V of chapter 63 of title 5,  
25 United States Code.

1           (3) MODIFICATIONS.—The regulations issued  
2           under paragraph (1) to implement this title shall be  
3           the same as substantive regulations issued by the  
4           Secretary to implement this title, except to the ex-  
5           tent that the Office may determine, for good cause  
6           shown and stated together with the regulations  
7           issued by the Office, that a modification of such sub-  
8           stantive regulations would be more effective for the  
9           implementation of the rights and protections under  
10          this title.

11         (e) COMPTROLLER GENERAL.—

12           (1) IN GENERAL.—Not later than 180 days  
13           after the date of enactment of this Act, the Comp-  
14           troller General of the United States shall issue such  
15           regulations as may be necessary to implement this  
16           title with respect to employees of the Government  
17           Accountability Office.

18           (2) CONSIDERATION.—In prescribing the regu-  
19           lations, the Comptroller General shall take into con-  
20           sideration the enforcement and remedies provisions  
21           concerning the Comptroller General under title I of  
22           the Family and Medical Leave Act of 1993 (29  
23           U.S.C. 2611 et seq.).

24           (3) MODIFICATIONS.—The regulations issued  
25           under paragraph (1) to implement this title shall be

1       the same as substantive regulations issued by the  
2       Secretary to implement this title, except to the ex-  
3       tent that the Comptroller General may determine,  
4       for good cause shown and stated together with the  
5       regulations issued by the Comptroller General, that  
6       a modification of such substantive regulations would  
7       be more effective for the implementation of the  
8       rights and protections under this title.