

119TH CONGRESS
2D SESSION

H. R. 10512

To amend the Internal Revenue Code of 1986 to create a Business Child
Care Liaison within the Internal Revenue Service.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 21, 2026

Mr. KUSTOFF introduced the following bill; which was referred to the
Committee on Ways and Means

A BILL

To amend the Internal Revenue Code of 1986 to create
a Business Child Care Liaison within the Internal Revenue
Service.

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 “Child Care Tax Benefit
5 Outreach and Assistance Act”.

6 **SEC. 2. BUSINESS CHILD CARE LIAISON.**

7 Section 7803 of the Internal Revenue Code of 1986
8 is amended by adding at the end the following new sub-
9 section:

10 “(g) BUSINESS CHILD CARE LIAISON.—

1 “(1) IN GENERAL.—The Commissioner of In-
2 ternal Revenue shall appoint within the Internal
3 Revenue Service a Business Child Care Liaison. The
4 appointment shall be made without regard to the
5 provisions of title 5, United States Code, relating to
6 appointments in the competitive service or Senior
7 Executive Service. At the Commissioner’s discretion,
8 the Commissioner may create an office with addi-
9 tional support staff to assist the Business Child
10 Care Liaison in carrying out the duties described in
11 this subsection.

12 “(2) DUTIES.—The Business Child Care Liai-
13 son shall—

14 “(A) act as a liaison between the Internal
15 Revenue Service, employer-provided child care
16 benefit advocates, businesses considering pro-
17 viding or expanding child care benefits for their
18 employees, State workforce boards, State eco-
19 nomic development agencies, child care resource
20 and referral agencies, tribal organizations (as
21 defined in section 4(l) of the Indian Self-Deter-
22 mination and Education Assistance Act), and
23 other stakeholders, including child development
24 experts,

1 “(B) provide public education and assist-
2 ance related to the expansion of employer-pro-
3 vided child care benefits through the establish-
4 ment and maintenance of practices that pro-
5 mote employer-provided child care benefits, in-
6 cluding the use of dependent care assistance
7 programs (as defined in section 129(d)), on-site
8 or subsidized child care, Dependent Care Flexi-
9 ble Spending Accounts, child care stipends,
10 near-site child care partnerships, shared and
11 pooled child-care arrangements, backup child
12 care, and resource and referral services,

13 “(C) issue a fact sheet for use by tax re-
14 turn preparers listing the different tax benefits
15 for employer-provided child care and the appro-
16 priate rules for each such benefit,

17 “(D) help facilitate communication be-
18 tween businesses and the Internal Revenue
19 Service about the operational challenges and op-
20 portunities that exist to improve the use of
21 Federally incentivized child care benefits such
22 as dependent care assistance programs (as so
23 defined), Dependent Care Flexible Spending
24 Accounts, and the credit under section 45F,

1 “(E) in collaboration with the General
2 Services Administration, within 120 days of the
3 date of the enactment of this subsection, estab-
4 lish a link on the homepage of SAM.gov, which
5 allows website visitors to access a landing page
6 on the SAM.gov website which is tailored to
7 helping businesses learn about utilizing depend-
8 ent care assistance programs (as so defined),
9 Dependent Care Flexible Spending Accounts,
10 and the credit under section 45F, resources for
11 understanding the rules and regulations with
12 these programs, and the benefits of utilizing
13 these programs on worker recruitment, reten-
14 tion, productivity, and well-being,

15 “(F) identify and recommend to Congress
16 potential legislative and administrative changes
17 to increase practices that promote employer-
18 provided child care benefits, and

19 “(G) coordinate with other Federal agen-
20 cies and officials, including the Secretary, the
21 Administrator of the Small Business Adminis-
22 tration, the Secretary of Commerce, the Sec-
23 retary of Health and Human Services, the Sec-
24 retary of the Interior, the Secretary of Labor,
25 and the Secretary of Education, or the designee

1 of any such individual, and State and local gov-
2 ernments on outreach and education to inform
3 employers and employees about the possibilities
4 and benefits of employer-provided child care
5 benefits and particularly reducing information
6 barriers for small businesses.

7 “(3) CONSULTATION AND INPUT.—The Com-
8 missioner of Internal Revenue shall solicit advice
9 and input from the Business Child Care Liaison in
10 developing regulations or interpretations of this title
11 that relate to employer-provided child care benefits.

12 “(4) COMPENSATION.—The Business Child
13 Care Liaison shall be entitled to compensation at the
14 same rate as the rate of basic pay in effect for a po-
15 sition at level V of the Executive Schedule under
16 section 5316 of title 5, United States Code.

17 “(5) ANNUAL REPORT.—

18 “(A) IN GENERAL.—Not later than De-
19 cember 31 of each calendar year beginning
20 after the date of the enactment of this sub-
21 section, the Business Child Care Liaison shall
22 submit a report to the Committee on Finance
23 of the Senate and the Committee on Ways and
24 Means of the House of Representatives on the
25 activities of the Business Child Care Liaison

1 during the fiscal year ending during such cal-
2 endar year.

3 “(B) CONTENTS.—Each report submitted
4 pursuant to subparagraph (A) shall—

5 “(i) summarize the assistance re-
6 quests received by the Business Child Care
7 Liaison during the fiscal year ending dur-
8 ing the calendar year of such report,

9 “(ii) describe the activities conducted
10 by the Business Child Care Liaison, in-
11 cluding the activities described under sub-
12 paragraphs (B) and (F) of paragraph (2),
13 and evaluate the effectiveness of the Busi-
14 ness Child Care Liaison during such fiscal
15 year,

16 “(iii) describe any significant prob-
17 lems the Business Child Care Liaison has
18 identified during such fiscal year and ways
19 to mitigate such problems,

20 “(iv) contain recommendations for
21 any administrative or legislative action
22 which may be appropriate to resolve bar-
23 riers to, and to incentivize, practices which
24 promote employer-provided child care bene-
25 fits, and

1 “(v) describe progress related to em-
2 ployer-provided child care benefits in busi-
3 nesses in the United States, including data
4 updated at least annually on the utilization
5 of dependent care assistance programs,
6 Dependent Care Flexible Spending Ac-
7 counts, and the credit under section 45F,
8 in particular—

9 “(I) the number of employers uti-
10 lizing these tax benefits,

11 “(II) a breakdown of the size of
12 employers utilizing these tax benefits,
13 and

14 “(III) other relevant information
15 as deemed appropriate by the Busi-
16 ness Child Care Liaison.

17 “(C) CONCURRENT SUBMISSION.—The
18 Business Child Care Liaison shall submit a
19 copy of each report submitted pursuant to sub-
20 paragraph (A) to the Commissioner of Internal
21 Revenue, and any other appropriate official, at
22 the same time such report is submitted pursu-
23 ant to such subparagraph.

24 “(D) PUBLIC AVAILABILITY.—The Com-
25 missioner shall make a copy of each report sub-

- 1 mitted pursuant to subparagraph (A) available
- 2 and widely accessible to the public.”.

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