

119TH CONGRESS
1ST SESSION

H. R. 6311

To amend title 5, United States Code, to provide paid leave to any Federal employee whose spouse is a member of the uniformed services or the Foreign Service and is subject to a permanent change of station, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 25, 2025

Ms. SALINAS (for herself and Mr. EVANS of Colorado) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To amend title 5, United States Code, to provide paid leave to any Federal employee whose spouse is a member of the uniformed services or the Foreign Service and is subject to a permanent change of station, 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 “PCS Leave for Military
5 Spouse Federal Workers Act”.

1 **SEC. 2. PAID LEAVE FOR FEDERAL EMPLOYEES WHO ARE**
2 **SPOUSES OF MEMBERS OF UNIFORMED**
3 **SERVICES OR FOREIGN SERVICE WHO ARE**
4 **RELOCATED.**

5 (a) IN GENERAL.—Subchapter II of chapter 63 of
6 title 5, United States Code, is amended by adding at the
7 end the following:

8 **“§ 6329e. Permanent change of station leave**

9 “(a) IN GENERAL.—

10 “(1) IN GENERAL.—Consistent with paragraph
11 (2), an employee shall be entitled to at least 40
12 hours of paid leave because of the permanent change
13 of station of the employee’s spouse. With respect to
14 an employee with a part-time or uncommon tour of
15 duty, such employee shall receive a proportionally
16 equivalent number of hours of paid leave under this
17 section based on the hours in the employee’s estab-
18 lished tour of duty.

19 “(2) ADDITIONAL LEAVE.—An employee may
20 receive additional paid leave under this section as
21 the head of the employee’s employing agency deems
22 appropriate.

23 “(b) APPLICATION.—Paid leave under this section—

24 “(1) is in addition to any other leave provided
25 to an employee;

1 “(2) may be used only while the employee is en-
2 gaged in activities directly related to facilitating the
3 employee’s move to a new geographic location where
4 the employee’s spouse will be assigned to work;

5 “(3) may be used only during periods when the
6 employee would otherwise be scheduled to be in duty
7 status;

8 “(4) may be taken by an employee intermit-
9 tently or on a reduced leave schedule, but no later
10 than 1 month after the employee’s move that is the
11 basis for use of leave under this section;

12 “(5) may not be converted to a cash payment
13 for any unused amount; and

14 “(6) shall be available for each instance of a
15 permanent change of station but shall not accumu-
16 late for subsequent use.

17 “(c) NOTICE.—Each employee shall provide their em-
18 ploying agency a copy of their spouses permanent change
19 of station on the date the employee requests leave under
20 this section.

21 “(d) DEFINITIONS.—In this section—

22 “(1) the term ‘employee’ means an individual
23 who—

24 “(A) is an employee (as that term is de-
25 fined in section 2105), including—

1 “(i) individuals employed on a tem-
2 porary or term basis; and

3 “(ii) notwithstanding any other provi-
4 sion of law, any officer or employee—

5 “(I) of the United States Postal
6 Service or the Postal Regulatory Com-
7 mission;

8 “(II) appointed under chapter 73
9 or 74 of title 38, notwithstanding any
10 other provision of that title including
11 section 7425(b); or

12 “(III) occupying any other posi-
13 tion in the civil service;

14 “(B) is the spouse of—

15 “(i) a member of the uniformed serv-
16 ices or the Foreign Service (as that term
17 is defined in section 3902 of title 22); or

18 “(ii) an individual who is employed by
19 an agency other than the Department of
20 State and who is subject to the Foreign
21 Service personnel system pursuant to sec-
22 tion 3922 of title 22; and

23 “(C) relocates because such spouse is sub-
24 ject to a permanent change of station; and

1 “(2) the term ‘permanent change of station’
2 means, with respect to a spouse described under
3 paragraph (1)(B)—

4 “(A) a permanent change of duty station;
5 or

6 “(B) a change in homeport of a vessel,
7 ship-based squadron or staff, or mobile unit.”.

8 (b) CLERICAL AMENDMENT.—The table of sections
9 for such subchapter is amended by adding after the item
10 relating to section 6329d the following:

“6329e. Permanent change of station leave.”.

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