

119TH CONGRESS
1ST SESSION

H. R. 6818

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

DECEMBER 17, 2025

Ms. SCHAKOWSKY (for herself, Ms. DELAURO, Mr. LYNCH, Ms. STANSBURY, Mr. DOGGETT, Mr. MCGOVERN, Ms. NORTON, Ms. SIMON, Ms. TLAIB, Mr. GOLDMAN of New York, Mr. CARSON, Mrs. DINGELL, Mr. DELUZIO, Mrs. HAYES, Mr. THANEDAR, Ms. CHU, Ms. PINGREE, Mr. LIEU, Mr. GARCÍA of Illinois, Ms. BONAMICI, Mr. EVANS of Pennsylvania, Ms. TOKUDA, Mrs. RAMIREZ, Ms. ADAMS, Mrs. CHERFILUS-McCORMICK, Mrs. McIVER, Ms. ANSARI, Mr. CASAR, Ms. SALINAS, Ms. McBRIDE, Ms. BARRAGÁN, and Mr. MAGAZINER) introduced the following bill; which was referred to the Committee on Education and Workforce, and in addition to the Committees on House Administration, Oversight and Government Reform, and the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Part-Time Worker Bill
3 of Rights Act”.

4 **SEC. 2. TABLE OF CONTENTS.**

5 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.

6 **TITLE I—EXPANDING ACCESS TO**
7 **BENEFITS FOR PART-TIME**
8 **WORKERS**

9 **SEC. 101. ELIMINATION OF HOURS OF SERVICE REQUIRE-**
10 **MENT FOR FMLA LEAVE.**

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

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

1 (b) AMENDMENTS TO RELATED STATUTES.—

2 (1) CONGRESSIONAL ACCOUNTABILITY ACT OF
3 1995.—Section 202(a)(2)(B) of the Congressional
4 Accountability Act of 1995 (2 U.S.C.
5 1312(a)(2)(B)) is amended by striking “12 months
6 and for at least 1,250 hours of employment during
7 the previous 12 months” and inserting “at least 90
8 days”.

9 (2) TITLE 3, UNITED STATES CODE.—Section
10 412(a)(2)(B) of title 3, United States Code, is
11 amended by striking “12 months and for at least
12 1,250 hours of employment during the previous 12
13 months” and inserting “at least 90 days”.

14 (3) TITLE 5, UNITED STATES CODE.—Chapter
15 63 of title 5, United States Code, is amended—

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

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

22 (c) CONFORMING AMENDMENTS.—

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

1 (A) by striking subparagraphs (C) and
 2 (D); and

3 (B) by redesignating subparagraph (E) as
 4 subparagraph (C).

5 (2) Section 102(a) of such Act (29 U.S.C.
 6 2612(a)) is amended by striking paragraph (5).

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

11 **TITLE II—ENSURING FAIR**
 12 **TREATMENT FOR PART-TIME**
 13 **AND TEMPORARY WORKERS**

14 **SEC. 201. DEFINITIONS.**

15 In this title:

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

19 (2) EMPLOYEE.—Except as provided in section
 20 205(e), the term “employee” means an individual
 21 who is—

22 (A) an employee, as defined in section 3(e)
 23 of the Fair Labor Standards Act of 1938 (29
 24 U.S.C. 203(e)), who is not covered under any of
 25 subparagraphs (B) through (F), except that a

1 reference in such section to an employer shall
2 be considered to be a reference to a person in
3 commerce described in paragraph (3)(A);

4 (B) a State employee described in section
5 304(a) of the Government Employee Rights Act
6 of 1991 (42 U.S.C. 2000e–16c(a));

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

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

14 (E) a Federal officer or employee covered
15 under subchapter V of chapter 63 of title 5,
16 United States Code (without regard to the limi-
17 tation in section 6381(1)(B) of that title), who
18 is not covered under subparagraph (D); or

19 (F) an employee of the Government Ac-
20 countability Office.

21 (3) EMPLOYER.—Except as provided in section
22 205(e), the term “employer”—

23 (A)(i) means any person in commerce that
24 is not otherwise described in any other subpara-
25 graph of this paragraph and—

1 (I) employs more than 15 employees
2 described in paragraph (2)(A), which shall
3 be calculated by including all employees de-
4 scribed in paragraph (2)(A) performing
5 work for compensation on a full-time, part-
6 time, or temporary basis, except that if the
7 number of such employees who perform
8 work for such a person for compensation
9 fluctuates, the number may be determined
10 for a calendar year based upon the average
11 number of such employees who performed
12 work for the person for compensation dur-
13 ing the preceding calendar year; or

14 (II) is part of an integrated enter-
15 prise, chain of businesses, group of fran-
16 chises associated with a franchisor, or net-
17 work of franchises that, in the aggregate,
18 employs more than 15 such employees, cal-
19 culated in accordance with subclause (I);

20 (ii) includes—

21 (I) any person who acts, directly or
22 indirectly, in the interest of such an em-
23 ployer to any of the employees (described
24 in clause (i)) of such employer; and

1 (II) any successor in interest of such
2 an employer; and

3 (iii) includes an agency described in sub-
4 paragraph (A)(iii) of section 101(4) of the
5 Family and Medical Leave Act of 1993 (29
6 U.S.C. 2611(4));

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

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

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

16 (E) is an employing agency covered under
17 subchapter V of chapter 63 of title 5, United
18 States Code; or

19 (F) is the Comptroller General of the
20 United States.

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

25 (5) PERSON IN COMMERCE.—

1 (A) IN GENERAL.—The term “person in
 2 commerce” means any person who is engaged
 3 in commerce, in any industry or activity affect-
 4 ing commerce, or in the production of goods for
 5 commerce.

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

8 (6) SECRETARY.—The term “Secretary” means
 9 the Secretary of Labor.

10 **SEC. 202. ELIMINATION OF DISCRIMINATION ON THE BASIS**
 11 **OF HOURS WORKED.**

12 (a) RULE.—

13 (1) IN GENERAL.—An employer shall not dis-
 14 criminate against an employee on the basis that
 15 such employee is scheduled to work fewer hours per
 16 week, or is employed for a shorter expected duration,
 17 than another employee of the employer if the jobs of
 18 such employees require substantially equal skill, ef-
 19 fort, responsibility, and duties and such jobs are per-
 20 formed under similar working conditions.

21 (2) EXAMPLES.—Discrimination described in
 22 paragraph (1) shall include differential treatment
 23 with respect to—

24 (A) rate of compensation;

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

1 (C) eligibility to accrue, on a pro rata
2 basis, employer-provided paid and unpaid time
3 off and other benefits;

4 (D) promotion opportunities; or

5 (E) other terms, conditions, or privileges of
6 employment.

7 (b) **DISTINCTIONS PERMITTED.**—This section shall
8 not be construed to prohibit differences in rate of com-
9 pensation, or other conditions, terms, or privileges of em-
10 ployment, of employees of an employer for reasons other
11 than the number of hours the employees are scheduled to
12 work per week, or the expected duration of employment
13 of the employees, including for reasons such as—

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

15 (2) a merit system; or

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

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

19 (a) **WRITTEN STATEMENTS REQUIRED.**—Upon hir-
20 ing an employee, an employer shall—

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

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

4 (3) specify the process to modify the written
5 statement.

6 (b) OFFER OF DESIRED WEEKLY WORK HOURS TO
7 EXISTING EMPLOYEES.—

8 (1) IN GENERAL.—Except as provided in para-
9 graph (2), an employer shall schedule an employee
10 to work the number of weekly hours identified by the
11 employee as desired weekly hours in a written state-
12 ment under subsection (a) prior to hiring any new
13 employee from an external applicant pool, including
14 hiring through the use of a temporary services or
15 staffing agency, or contracting with a contractor or
16 subcontractor, to work such hours.

17 (2) EXCEPTIONS.—An employer may hire an
18 individual as a new employee, or engage a contractor
19 or subcontractor, to perform work for the employer
20 if—

21 (A) the employer needs to fill hours for
22 which no existing employees who have provided
23 written statements under subsection (a) are
24 available based on such written statements;

1 (B) all existing employees who have pro-
2 vided written statements under subsection (a)
3 lack, and cannot obtain with reasonable train-
4 ing, the qualifications necessary to perform the
5 work; or

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

13 (c) COMPENSATION REQUIRED.—

14 (1) IN GENERAL.—Except as provided in para-
15 graph (2), an employee (referred to in this sub-
16 section as an “existing employee”) who is not sched-
17 uled for the desired number of total weekly work
18 hours identified by the employee in a written state-
19 ment under subsection (a) shall be compensated for
20 each hour worked by a newly hired employee, con-
21 tractor, or subcontractor hired after the existing em-
22 ployee so identified such number of hours, during an
23 hour that such existing employee identified in a writ-
24 ten statement under such subsection as an hour for
25 which the employee is available to work.

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

4 (A) the employee lacks, or cannot obtain
5 with reasonable training, the qualifications nec-
6 essary to perform the work;

7 (B) scheduling such employee to perform
8 the work would require providing the employee
9 overtime compensation as described in sub-
10 section (b)(2)(C);

11 (C) the employer made a reasonable at-
12 tempt to contact the employee to work such
13 hour and was unable to reach the employee; or

14 (D) the employee was otherwise no longer
15 available.

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

20 **SEC. 204. PROHIBITED ACTS.**

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

1 (b) RETALIATION PROHIBITED.—It shall be unlawful
2 for any employer to discharge, threaten to discharge, de-
3 mote, suspend, reduce work hours of, or otherwise dis-
4 criminate (including taking any other adverse employment
5 action) against any person because of an employee of the
6 employer exercising the rights of the employee under this
7 title or opposing any practice made unlawful by this title.

8 (c) INTERFERENCE WITH PROCEEDINGS OR INQUIR-
9 IES.—It shall be unlawful for any person to discharge or
10 in any other manner discriminate against an individual be-
11 cause such individual—

12 (1) has filed any charge, or has instituted or
13 caused to be instituted any proceeding, under or re-
14 lated to this title;

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

18 (3) has testified, or is about to testify, in any
19 inquiry or proceeding relating to any right provided
20 under this title.

21 **SEC. 205. REMEDIES AND ENFORCEMENT.**

22 (a) INVESTIGATIVE AUTHORITY.—

23 (1) IN GENERAL.—To ensure compliance with
24 this title, including any regulation or order issued
25 under this title, the Secretary shall have, subject to

1 paragraph (3), the investigative authority provided
2 under section 11(a) of the Fair Labor Standards
3 Act of 1938 (29 U.S.C. 211(a)).

4 (2) OBLIGATION TO KEEP AND PRESERVE
5 RECORDS.—

6 (A) IN GENERAL.—Each employer shall
7 maintain for a period of not less than 3 years,
8 or for the duration of any claim (including the
9 duration of a related civil action or investiga-
10 tion) pending pursuant to this title, whichever
11 is longer, all records necessary to demonstrate
12 compliance with this title, including compliance
13 with the requirements of regulations issued by
14 the Secretary under section 206. Such records
15 shall include documentation of offers of hours
16 of work to employees and responses to such of-
17 fers.

18 (B) COPIES.—Each employer shall, upon a
19 reasonable request of an employee of the em-
20 ployer, provide the employee with a copy of the
21 records described in subparagraph (A) relating
22 to the employee.

23 (3) REQUIRED SUBMISSIONS GENERALLY LIM-
24 ITED TO AN ANNUAL BASIS.—The Secretary shall
25 not require, under the authority of this subsection,

1 any employer to submit to the Secretary any books
2 or records more than once during any 12-month pe-
3 riod, unless the Secretary has reasonable cause to
4 believe there may exist a violation of this title, in-
5 cluding any regulation or order issued pursuant to
6 this title, or is investigating a charge pursuant to
7 subsection (c).

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

13 (b) CIVIL ACTION BY EMPLOYEES.—

14 (1) LIABILITY.—

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

20 (i) damages equal to the amount of—

21 (I) any wages, salary, employ-
22 ment benefits (as defined in section
23 101 of the Family and Medical Leave
24 Act of 1993 (29 U.S.C. 2611)), or
25 other compensation denied, lost, or

1 owed to such employee by reason of
2 the violation; or

3 (II) in a case in which wages,
4 salary, employment benefits (as so de-
5 fined), or other compensation have
6 not been denied, lost, or owed to the
7 employee, any actual monetary losses
8 sustained by the employee as a direct
9 result of the violation;

10 (ii) interest on the amount described
11 in clause (i) calculated at the prevailing
12 rate;

13 (iii) except as provided in subpara-
14 graph (B), an additional amount as liq-
15 uidated damages equal to the sum of the
16 amount described in clause (i) and the in-
17 terest described in clause (ii); and

18 (iv) such equitable relief as may be
19 appropriate, including employment, rein-
20 statement, and promotion.

21 (B) EXCEPTION FOR LIQUIDATED DAM-
22 AGES.—If an employer who has violated a cov-
23 ered provision proves to the satisfaction of the
24 court that the act or omission which violated
25 the covered provision was in good faith and that

1 the employer had reasonable grounds for believ-
2 ing that the act or omission was not a violation
3 of a covered provision, such court may, in the
4 discretion of the court, reduce the amount of li-
5 ability under subparagraph (A) to the amount,
6 interest, and equitable relief determined under
7 clauses (i), (ii), and (iv), respectively.

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

14 (A) such employees; or

15 (B) such employees and any other employ-
16 ees similarly situated.

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

22 (4) LIMITATIONS.—The right provided by para-
23 graph (2) to bring an action by or on behalf of any
24 employee shall terminate on the filing of a complaint
25 by the Secretary in an action under subsection (c)(4)

1 in which a recovery is sought of the damages, inter-
2 est, or equitable relief described in paragraph (1)(A)
3 owing to an employee by an employer liable under
4 paragraph (1) unless the action is dismissed without
5 prejudice on motion of the Secretary.

6 (c) ACTIONS BY THE SECRETARY.—

7 (1) ADMINISTRATIVE ACTION.—The Secretary
8 shall receive, investigate, and attempt to resolve
9 complaints of violations of this title in the same
10 manner that the Secretary receives, investigates, and
11 attempts to resolve complaints of violations of sec-
12 tions 6 and 7 of the Fair Labor Standards Act of
13 1938 (29 U.S.C. 206 and 207), and may issue an
14 order making determinations, and assessing a civil
15 penalty described in paragraph (3) (in accordance
16 with such paragraph), with respect to such an al-
17 leged violation.

18 (2) ADMINISTRATIVE REVIEW.—An affected
19 person who takes exception to an order issued under
20 paragraph (1) may request review of and a decision
21 regarding such an order by an administrative law
22 judge. In reviewing the order, the administrative law
23 judge may hold an administrative hearing con-
24 cerning the order, in accordance with the require-
25 ments of sections 554, 556, and 557 of title 5,

1 United States Code. Such hearing shall be conducted
2 expeditiously.

3 (3) CIVIL PENALTY.—

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

6 (i) section 204(a) shall be subject to
7 a civil penalty in an amount to be deter-
8 mined by the Secretary, but not to be less
9 than \$500, or more than \$1,000, per viola-
10 tion (subject to subparagraph (B)); or

11 (ii) subsection (b) or (c) of section
12 204 shall be subject to a civil penalty in an
13 amount to be determined by the Secretary,
14 but not to be less than \$1,100, or more
15 than \$5,000, per violation (subject to sub-
16 paragraph (B)).

17 (B) INFLATION.—The Secretary shall, for
18 each year beginning with calendar year 2024,
19 increase the minimum and maximum amounts
20 for the penalties described in clauses (i) and (ii)
21 of subparagraph (A) by a percentage equal to
22 the percentage increase in the Consumer Price
23 Index for All Urban Consumers, published by
24 the Department of Labor, between December

2023 and the December prior to the year for which the increase takes effect.

(C) WILLFUL VIOLATION.—For purposes of this section, an employer willfully violates a provision of section 204 when, after taking into account all of the facts and circumstances surrounding the violation, it is determined that the employer—

(i) knew that its conduct was prohibited by such section; or

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

(4) CIVIL ACTION.—

(A) IN GENERAL.—The Secretary may bring an action in any court of competent jurisdiction on behalf of aggrieved employees to—

(i) restrain violations of this title;

(ii) obtain such equitable relief as may be appropriate, including employment, reinstatement, and promotion; and

(iii) in the case of a violation of a covered provision, recover the damages, interest, and equitable relief described in clauses (i) through (iv) of subsection (b)(1)(A).

1 (B) RECOVERY ON BEHALF OF EMPLOY-
2 EES.—Any sums recovered by the Secretary
3 under subparagraph (A) on behalf of an em-
4 ployee shall be held in a special deposit account
5 and shall be paid, on order of the Secretary, di-
6 rectly to the employee affected. Any such sums
7 not paid to an employee because of inability to
8 do so within a period of 3 years shall be depos-
9 ited in the Treasury and credited to miscella-
10 neous receipts.

11 (d) LIMITATION.—

12 (1) IN GENERAL.—Except as provided in para-
13 graph (2), an action may be brought under this sec-
14 tion not later than 2 years after the date of the last
15 event constituting the alleged violation for which the
16 action is brought.

17 (2) WILLFUL VIOLATION.—In the case of such
18 action brought for a willful violation of section 204
19 (as described in subsection (c)(3)), such action may
20 be brought within 3 years of the date of the last
21 event constituting the alleged violation for which
22 such action is brought.

23 (3) COMMENCEMENT.—In determining when an
24 action is commenced by the Secretary or by an em-
25 ployee under this section for the purposes of this

1 subsection, it shall be considered to be commenced
2 on the date when the complaint is filed.

3 (e) DEFINITION.—For purposes of subsections (a)
4 through (d)—

5 (1) the term “employee” means an employee
6 described in subparagraph (A) or (B) of section
7 201(2); and

8 (2) the term “employer” means an employer de-
9 scribed in subparagraph (A) or (B) of section
10 201(3).

11 (f) OTHER ADMINISTRATIVE OFFICERS.—

12 (1) EMPLOYEES COVERED BY CONGRESSIONAL
13 ACCOUNTABILITY ACT OF 1995.—The powers and
14 procedures provided in the Congressional Account-
15 ability Act of 1995 (2 U.S.C. 1301 et seq.) to the
16 Board (as defined in section 101 of that Act (2
17 U.S.C. 1301)), or any person, alleging a violation of
18 section 202(a)(1) of that Act (2 U.S.C. 1312(a)(1))
19 shall be the powers and procedures this title provides
20 to that Board, or any person, alleging a violation of
21 this title against an employee described in section
22 201(2)(C).

23 (2) EMPLOYEES COVERED BY CHAPTER 5 OF
24 TITLE 3, UNITED STATES CODE.—The powers and
25 procedures provided in chapter 5 of title 3, United

1 States Code, to the President, the Merit Systems
2 Protection Board, or any person, alleging a violation
3 of section 412(a)(1) of that title, shall be the powers
4 and procedures this title provides to the President,
5 that Board, or any person, respectively, alleging a
6 violation of this title against an employee described
7 in section 201(2)(D).

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

19 (4) COMPTROLLER GENERAL.—In the case of
20 employees of the Government Accountability Office,
21 the authority of the Secretary under this title shall
22 be exercised by the Comptroller General of the
23 United States.

1 **SEC. 206. REGULATIONS.**

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

7 (b) BOARD.—

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

20 (2) CONSIDERATION.—In prescribing the regu-
21 lations, the Board shall take into consideration the
22 enforcement and remedies provisions concerning the
23 Office and applicable to rights and protections under
24 the Family and Medical Leave Act of 1993 (29
25 U.S.C. 2601 et seq.), under the Congressional Ac-
26 countability Act of 1995 (2 U.S.C. 1301 et seq.).

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 Board may determine, for good cause
6 shown and stated together with the regulations
7 issued by the Board, that a modification of such
8 substantive regulations would be more effective for
9 the implementation of the rights and protections
10 under this title.

11 (c) PRESIDENT.—

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

17 (2) CONSIDERATION.—In prescribing the regu-
18 lations, the President shall take into consideration
19 the enforcement and remedies provisions concerning
20 the President and the Merit Systems Protection
21 Board, and applicable to rights and protections
22 under the Family and Medical Leave Act of 1993,
23 under chapter 5 of title 3, United States Code.

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 President may determine, for good
4 cause shown and stated together with the regula-
5 tions issued by the President, that a modification of
6 such substantive regulations would be more effective
7 for the implementation of the rights and protections
8 under this title.

9 (d) OFFICE OF PERSONNEL MANAGEMENT.—

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

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

22 (3) MODIFICATIONS.—The regulations issued
23 under paragraph (1) to implement this title shall be
24 the same as substantive regulations issued by the
25 Secretary to implement this title, except to the ex-

1 tent that the Office may determine, for good cause
2 shown and stated together with the regulations
3 issued by the Office, that a modification of such sub-
4 stantive regulations would be more effective for the
5 implementation of the rights and protections under
6 this title.

7 (e) COMPTROLLER GENERAL.—

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

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

20 (3) MODIFICATIONS.—The regulations issued
21 under paragraph (1) to implement this title shall be
22 the same as substantive regulations issued by the
23 Secretary to implement this title, except to the ex-
24 tent that the Comptroller General may determine,
25 for good cause shown and stated together with the

1 regulations issued by the Comptroller General, that
2 a modification of such substantive regulations would
3 be more effective for the implementation of the
4 rights and protections under this title.

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