

119TH CONGRESS
2D SESSION

H. R. 9448

To ensure the accessibility of reproductive healthcare for Federal employees,
and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JUNE 24, 2026

Mr. WALKINSHAW (for himself, Ms. WILSON of Florida, Ms. NORTON, Mrs. BEATTY, Ms. SCHAKOWSKY, Mr. JACKSON of Illinois, Ms. BROWNLEY, Mr. GOLDMAN of New York, Mr. LYNCH, Ms. VELÁZQUEZ, Ms. TLAIB, Mr. LARSON of Connecticut, Ms. GARCIA of Texas, Mr. CISNEROS, Mr. GARCÍA of Illinois, Ms. ANSARI, Ms. SALINAS, Mr. VINDMAN, Ms. CRAIG, Ms. SIMON, Ms. JACOBS, Ms. CROCKETT, Ms. MCCLELLAN, Ms. DEAN of Pennsylvania, Ms. RANDALL, Mrs. WATSON COLEMAN, Ms. MCCOLLUM, and Ms. DEGETTE) introduced the following bill; which was referred to the Committee on Oversight and Government Reform, and in addition to the Committee on Transportation and Infrastructure, 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 ensure the accessibility of reproductive healthcare for
Federal employees, 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 “Federal Workforce Re-
5 productive Rights Protection Act”.

1 **SEC. 2. RESTRICTIONS ON AGENCY RELOCATION TO**
2 **STATES WITH RESTRICTIVE REPRODUCTIVE**
3 **RIGHTS LAWS.**

4 (a) IN GENERAL.—No headquarters or significant
5 portion of an Executive agency may be moved to a location
6 in a State or territory of the United States on the list
7 published by the Comptroller General of the United States
8 under subsection (b).

9 (b) RESTRICTIVE LOCATION LIST.—Not later than
10 one week after the date of the enactment of this Act, the
11 Comptroller General of the United States shall—

12 (1) develop and publish a list of States and ter-
13 ritories of the United States in which a law of such
14 State or territory restricting or prohibiting abortion
15 care that is in effect—

16 (A) is or was enacted on or after June 24,
17 2022; or

18 (B) was enacted prior to such date and be-
19 came effective or enforceable on or after such
20 date; and

21 (2) update such list not less frequently than
22 quarterly.

23 **SEC. 3. LIMIT ON USE OF FUNDS IN DESIGNATED STATES.**

24 (a) IN GENERAL.—Except by express reference to
25 this provision, none of the funds made available to an Ex-
26 ecutive agency may be used to—

1 (1) move the headquarters or a significant por-
2 tion of an Executive agency to a location in a State
3 or territory of the United States on the list pub-
4 lished by the Comptroller General of the United
5 States under section 2(b); or

6 (2) lease, purchase, or construct any facility in
7 such a State or territory for use by an Executive
8 agency.

9 (b) EXCEPTIONS.—Subsection (a) shall not apply
10 with respect to the use of funds by an Executive agency
11 to—

12 (1) maintain or repair a facility in a State or
13 territory of the United States on the list published
14 by the Comptroller General of the United States
15 under section 2(b); or

16 (2) enter into or renew a lease for a facility in
17 a State or territory of the United States on the list
18 published by the Comptroller General of the United
19 States under section 2(b) if—

20 (A) as of the date of the enactment of this
21 Act and as of the date on which such Executive
22 agency enters into or renews such a lease, such
23 Executive agency leases or operates such facil-
24 ity; or

1 (B) such facility is only for the provision
2 of in-person services by such Executive agency
3 to the public.

4 **SEC. 4. LIMITS ON ASSIGNMENT TO RESTRICTIVE STATES.**

5 (a) OPT OUT.—A Federal employee may, for the pur-
6 poses described in subsection (c), decline any detail, trans-
7 fer, assignment, or other temporary or permanent change
8 to the official duty station of the Federal employee that
9 will result in a new official duty station of the Federal
10 employee that is located in a State or territory of the
11 United States on the list published by the Comptroller
12 General of the United States under section 2(b).

13 (b) PROMOTIONS AND APPOINTMENTS.—No appoint-
14 ment or promotion of a Federal employee or applicant for
15 employment to a position in an Executive agency may re-
16 quire, as a condition of the appointment or promotion,
17 that such Federal employee or applicant for employment
18 be located in or move to a State or territory of the United
19 States on the list published by the Comptroller General
20 of the United States under section 2(b), unless such re-
21 quirement must be waived for any applicable purpose de-
22 scribed in subsection (c).

23 (c) PURPOSES DESCRIBED.—The purposes described
24 in this subsection are, with respect to a Federal employee
25 or applicant for employment, medical, reproductive, family

1 planning, or personal health considerations of such Fed-
2 eral employee, applicant for employment, or an eligible de-
3 pendent of such Federal employee or applicant for employ-
4 ment.

5 **SEC. 5. TRAVEL COSTS FOR REPRODUCTIVE HEALTH CARE**
6 **ACCESS.**

7 (a) IN GENERAL.—The head of an Executive agency
8 shall, in accordance with the regulations issued by the Di-
9 rector of the Office of Personnel Management under sub-
10 section (b), authorize travel and transportation allowances
11 for Federal employees of such Executive agency and eligi-
12 ble dependents of such Federal employees for the costs
13 of traveling outside of the State or territory of the United
14 States in which such Federal employee is a resident to
15 obtain a lawful reproductive health care service that is not
16 accessible to such Federal employee or eligible dependent
17 in such State or territory.

18 (b) REGULATIONS.—Not later than 90 days after the
19 date of the enactment of this Act, the Director of the Of-
20 fice of Personnel Management shall issues regulations pro-
21 viding for travel and transportation allowances described
22 in subsection (a) in the same manner, to the extent prac-
23 ticable, as travel and transportation allowances provided
24 to members of the Armed Forces (as defined under section
25 101(a) of title 10, United States Code) with respect to

1 travel for non-covered reproductive health care services
2 under the Joint Travel Regulations for the Uniformed
3 Services, as in effect on March 1, 2023, except that—

4 (1) such travel and transportation allowances
5 shall be granted by an Executive agency to a Fed-
6 eral employee of such Executive agency without con-
7 sideration of the needs or requirements of such Ex-
8 ecutive agency;

9 (2) the Federal employee shall not be required
10 to disclose to any person other than an individual
11 designated in accordance with subsection (c) the spe-
12 cific nature of the reproductive health care services
13 with respect to which the Federal employee is seek-
14 ing such travel and transportation allowances; and

15 (3) each individual designated under subsection
16 (c) may disclose information provided by Federal
17 employees for the purpose of obtaining such travel
18 and transportation allowances only to the extent nec-
19 essary for the conduct of the official duties of such
20 individual or as otherwise required by law.

21 (c) AGENCY DESIGNEE.—The head of each Executive
22 agency shall designate one or more human resources per-
23 sonnel of the Executive agency to assess and approve re-
24 quests for travel and transportation allowances described
25 in subsection (a).

1 **SEC. 6. ADMINISTRATIVE LEAVE FOR ABORTION-RELATED**
2 **TRAVEL.**

3 (a) IN GENERAL.—A Federal employee is entitled to
4 leave without loss of or reduction in pay, leave to which
5 otherwise entitled, credit for time or service, or perform-
6 ance or efficiency rating, for the time necessary to permit
7 such Federal employee or an eligible dependent of such
8 Federal employee to obtain abortion services when such
9 Federal employee or eligible dependent must travel outside
10 of the State or territory of the United States in which
11 such Federal employee is a resident or in which the pri-
12 mary duty station of such Federal employee is located be-
13 cause such abortion services are not available to such Fed-
14 eral employee or eligible dependent in such State or terri-
15 tory.

16 (b) MAXIMUM LEAVE.—A Federal employee may use
17 not more than 21 days of leave under this section.

18 **SEC. 7. PROTECTION OF PRIVACY IN INVESTIGATING AND**
19 **ADJUDICATING SECURITY CLEARANCES.**

20 (a) SECURITY CLEARANCES.—Section 801 of the Na-
21 tional Security Act of 1947 (50 U.S.C. 3161) is amended
22 by adding at the end the following new subsection:

23 “(c) The procedures under subsection (a) and the ad-
24 judicative guidelines under section 3002(d) of the Intel-
25 ligence Reform and Terrorism Prevention Act of 2004 (50
26 U.S.C. 3343(d)) shall ensure that, with respect to deter-

1 mining whether an individual may access classified infor-
2 mation, the following information is not requested, inves-
3 tigated, or considered:

4 “(1) Whether the individual used abortion serv-
5 ices.

6 “(2) Whether the individual traveled to obtain
7 abortion services.

8 “(3) Whether the individual provided material
9 support to a spouse, partner, dependent, or other in-
10 dividual for purposes of obtaining abortion care.”.

11 (b) PERSONNEL ACTIONS.—

12 (1) IN GENERAL.—Except as provided by para-
13 graph (1), no Executive agency may, for the pur-
14 poses of any personnel action, request, investigate,
15 or consider—

16 (A) whether an individual used abortion
17 services;

18 (B) whether an individual traveled to ob-
19 tain abortion services; or

20 (C) whether an individual provided mate-
21 rial support to a spouse, partner, dependent, or
22 other individual for purposes of obtaining abor-
23 tion care.

24 (2) INVESTIGATION OF MISUSE PERMITTED.—

25 Notwithstanding paragraph (1), an Executive agency

1 may request, investigate, and consider the informa-
2 tion described in subparagraphs (A), (B), and (C) of
3 such paragraph for the purposes of a personnel ac-
4 tion based on the use of an allowance under section
5 5 or leave under section 6 for a purpose other than
6 the purposes for which such allowance or leave, as
7 applicable, is authorized, except that such Executive
8 agency may request, investigate, and consider such
9 information only to the extent necessary to deter-
10 mine the existence and extent of such misuse.

11 (c) GUIDELINES.—Not later than 90 days after the
12 date of the enactment of this Act—

13 (1) the President shall revise the adjudicative
14 guidelines under section 3002(d) of the Intelligence
15 Reform and Terrorism Prevention Act of 2004 (50
16 U.S.C. 3343(d)) pursuant to subsection (c) of 801
17 of the National Security Act of 1947 (50 U.S.C.
18 3161), as added by subsection (a) of this section;
19 and

20 (2) the Director of the Office of Personnel
21 Management shall issue guidance implementing sub-
22 section (b) of this section.

23 **SEC. 8. RETALIATION PROHIBITED.**

24 No Executive agency may take or fail to take, or
25 threaten to take or fail to take, an adverse personnel ac-

1 tion with respect to any Federal employee or applicant for
2 employment because—

3 (1) a Federal employee declines a detail, trans-
4 fer, assignment, or other temporary or permanent
5 change to the official duty station of the Federal
6 employee under section 2(a);

7 (2) of the waiver of a requirement for an ap-
8 pointment or promotion under section 2(b);

9 (3) a Federal employee requests or receives a
10 travel or transportation allowance under section 5;
11 or

12 (4) a Federal employee uses leave to which the
13 Federal employee is entitled under section 6.

14 **SEC. 9. EFFECT DATE.**

15 This Act shall take effect on the date that is 60 days
16 after the date of the enactment of this Act.

17 **SEC. 10. SEVERABILITY.**

18 If any provision of this Act or amendment made by
19 this Act, or the application of a provision of this Act or
20 amendment made by this Act to any person or cir-
21 cumstances, is held to be unconstitutional, the remainder
22 of this Act, and application of the provision or amendment
23 to any other person or circumstance, shall not be affected
24 thereby.

1 **SEC. 11. DEFINITIONS.**

2 In this Act:

3 (1) **APPLICANT FOR EMPLOYMENT.**—The term
4 “applicant for employment” means an individual ap-
5 plying for a position in which such individual will be
6 a Federal employee.

7 (2) **DEPENDENT.**—The term “dependent”, with
8 respect to a Federal employee or applicant for em-
9 ployment, has the meaning given such term in sec-
10 tion 8901 of title 5, United States Code, except that
11 such term includes an individual who is—

12 (A) an adopted or recognized natural child
13 of such Federal employee or applicant for em-
14 ployment; or

15 (B) a stepchild or foster child of such Fed-
16 eral employee or applicant for employment if
17 such individual lives with such Federal em-
18 ployee or applicant for employment in a regular
19 parent-child relationship.

20 (3) **ELIGIBLE DEPENDENT.**—The term “eligible
21 dependent”, with respect to a Federal employee or
22 applicant for employment, means an unmarried de-
23 pendent of such Federal employee or applicant for
24 employment who is—

25 (A) under 26 years of age; or

1 (B) incapable of self-support because of a
2 mental or physical disability that existed before
3 such unmarried dependent was 26 years of age.

4 (4) EXECUTIVE AGENCY.—The term “Executive
5 agency” has the meaning given such term in section
6 105 of title 5, United States Code.

7 (5) FEDERAL EMPLOYEE.—The term “Federal
8 employee” means a civilian employee of an Executive
9 agency, other than an employee who is—

10 (A) a political appointee; or

11 (B) a member of the Senior Executive
12 Service.

13 (6) LAWFUL REPRODUCTIVE HEALTH CARE
14 SERVICES.—The term “lawful reproductive health
15 care service” means a reproductive health care serv-
16 ice, including abortion, that is accessible and not
17 prohibited by law in the State or territory of the
18 United States in which such reproductive health care
19 service is provided.

20 (7) PERSONNEL ACTION.—The term “personnel
21 action” has the meaning given such term in section
22 2302(a) of title 5, United States Code.

23 (8) POLITICAL APPOINTEE.—The term “polit-
24 ical appointee” means an individual serving in an
25 appointment to a political position.

1 (9) POLITICAL POSITION.—The term “political
2 position” means—

3 (A) a position described under sections
4 5312 through 5316 of title 5, United States
5 Code (relating to the Executive Schedule), other
6 than a position at the Board of Governors of
7 the Federal Reserve System; or

8 (B) a position in the executive branch of
9 the Government of a confidential or policy-de-
10 termining character under schedule C of sub-
11 part C of part 213 of title 5, Code of Federal
12 Regulations.

13 (10) SIGNIFICANT PORTION.—The term “sig-
14 nificant portion”, with respect to an Executive agen-
15 cy, means—

16 (A) not less than 5 percent of the employ-
17 ees of such Executive agency; or

18 (B) components or elements of such Exec-
19 utive agency, or any part or parts thereof, that,
20 in the aggregate, implicate not less than 10 per-
21 cent of the annual discretionary budget of such
22 Executive agency.

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