

103^D CONGRESS
1ST SESSION

H. R. 2751

AN ACT

To amend title 5, United States Code, to provide for the granting of leave to Federal employees wishing to serve as bone-marrow or organ donors, and to allow Federal employees to use sick leave for purposes relating to the adoption of a child.

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To amend title 5, United States Code, to provide for the granting of leave to Federal employees wishing to serve as bone-marrow or organ donors, and to allow Federal employees to use sick leave for purposes relating to the adoption of a child.

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 Employees
5 Humanitarian Leave Act of 1993”.

1 **SEC. 2. AVAILABILITY OF PAID LEAVE TO SERVE AS A**
2 **BONE-MARROW OR ORGAN DONOR.**

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

6 **“§ 6327. Absence in connection with serving as a**
7 **bone-marrow or organ donor**

8 “(a) An employee in or under an Executive agency
9 is entitled to leave without loss of or reduction in pay,
10 leave to which otherwise entitled, credit for time or service,
11 or performance or efficiency rating, for the time necessary
12 to permit such employee to serve as a bone-marrow or
13 organ donor.

14 “(b) Not to exceed 7 days of leave may be used under
15 this section by an employee in a calendar year.

16 “(c) The Office of Personnel Management may pre-
17 scribe regulations for the administration of this section.”.

18 (b) TECHNICAL AMENDMENTS.—(1) Section 6129 of
19 title 5, United States Code, is amended by inserting
20 “6327,” after “6326,”.

21 (2) The table of sections for chapter 63 of title 5,
22 United States Code, is amended by adding after the item
23 relating to section 6326 the following:

“6327. Absence in connection with serving as a bone-marrow or organ donor.”.

1 **SEC. 3. USE OF SICK LEAVE IN ADOPTING A CHILD.**

2 (a) IN GENERAL.—Section 6307 of title 5, United
3 States Code, is amended—

4 (1) by redesignating subsection (c) as sub-
5 section (d);

6 (2) by inserting after subsection (b) the follow-
7 ing:

8 “(c) Sick leave provided by this section may be used
9 for purposes relating to the adoption of a child.”; and

10 (3) in subsection (d) (as so redesignated by
11 paragraph (1)), by inserting “or for purposes relat-
12 ing to the adoption of a child,” after “ailment,”.

13 (b) TECHNICAL AMENDMENT.—Section 6129 of title
14 5, United States Code, is amended by striking “6307 (a)
15 and (c),” and inserting “6307 (a) and (d),”.

16 (c) ELECTION TO HAVE ANNUAL LEAVE RE-
17 STORED.—(1) The Office of Personnel Management shall
18 prescribe regulations under which any employee who used
19 or uses annual leave for an adoption-related purpose, after
20 September 30, 1991, and before the date as of which sick
21 leave first becomes available for such purpose as a result
22 of the enactment of this section, may, upon appropriate
23 written application, elect to have such employee’s leave ac-
24 counts adjusted to reflect the amount of annual leave and
25 sick leave, respectively, which would remain had sick leave

1 been used instead of all or any portion of the annual leave
2 actually used, as designated by the employee.

3 (2) An application under this subsection may not be
4 approved unless it is submitted—

5 (A) within 1 year after the date of the enact-
6 ment of this Act or such later date as the Office
7 may prescribe;

8 (B) in such form and manner as the Office
9 shall require; and

10 (C) by an individual who is an employee as of
11 the time of application.

12 (3) For the purpose of this subsection, the term “em-
13 ployee” has the meaning given such term in section
14 6301(2) of title 5, United States Code.

Passed the House of Representatives September 21,
1993.

Attest:

Clerk.