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AMENDMENT TO H.R. 626, AS REPORTED

OFFERED BY MR. ISSA OF CALIFORNIA

Page 3, strike lines 9 through 13 and insert the following:

1 "(4) Notwithstanding any other provision of this sec-
2 tion, an employee may not use any paid parental leave de-
3 scribed in paragraph (3)(A), in connection with a birth
4 or placement, until such employee has exhausted all an-
5 nual and sick leave which, as of the date of such birth
6 or placement—
7 "(A) has been accrued or accumulated by such
8 employee under subchapter I; and
9 "(B) may, under applicable provisions of law,
10 rule, or regulation, be used for the purpose involved.

Page 6, strike lines 17 through 22 and insert the following:

11 "(3) LIMITATION.—Notwithstanding any other
12 provision of this section, an employee may not use
13 any paid parental leave described in paragraph
14 (2)(A), in connection with a birth or placement,
15 until such employee has exhausted all annual, sick,

1 and other paid leave which, as of the date of such
2 birth or placement—
3 "(A) has been accrued or accumulated by
4 such employee under a formal leave system; and
5 "(B) may, under applicable provisions of
6 such leave system, be used for the purpose in-
7 volved.

Page 8, strike lines 18 through 24 and insert the following:

8 "(C) LIMITATION.—Notwithstanding any
9 other provision of this section, an employee may
10 not use paid parental leave described in sub-
11 paragraph (B)(i), in connection with a birth or
12 placement, until such employee has exhausted
13 all annual and sick leave which, as of the date
14 of such birth or placement—
15 "(i) has been accrued or accumulated
16 by such employee under subchapter I of
17 chapter 63 of title 5, United States Code;
18 and
19 "(ii) may, under applicable provisions
20 of law, rule, or regulation, be used for the
21 purpose involved.

Page 9, after line 15, add the following:

1 **SEC. 5. ADDITIONAL PAID PARENTAL LEAVE TO BE TREAT-**
2 **ED AS A REPAYABLE ADVANCE.**

3 Notwithstanding any other provision of this Act or
4 any amendment made by any other provision of this Act,
5 any paid parental leave under section 6382(d)(3)(A) of
6 title 5, United States Code (as amended by section 2),
7 section 202(d)(2)(A) of the Congressional Accountability
8 Act of 1995 (as amended by section 3), or section
9 102(d)(3)(B)(i) of the Family and Medical Leave Act of
10 1993 (as amended by section 4)—

11 (1) shall be treated as an advance of paid leave;
12 and

13 (2) shall be subject to recovery by the United
14 States to the same extent and in the same manner
15 as any other advance of paid leave.