

106TH CONGRESS
1ST SESSION

H. R. 2733

To amend title 5, United States Code, to allow Federal agencies to reimburse their employees for certain adoption expenses.

IN THE HOUSE OF REPRESENTATIVES

AUGUST 5, 1999

Mr. BLILEY (for himself and Mr. OBERSTAR) introduced the following bill;
which was referred to the Committee on Government Reform

A BILL

To amend title 5, United States Code, to allow Federal agencies to reimburse their employees for certain adoption expenses.

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 Adoption Assistance Act”.

6 **SEC. 2. REIMBURSEMENT FOR ADOPTION EXPENSES.**

7 (a) IN GENERAL.—Chapter 79 of title 5, United
8 States Code, is amended by adding at the end the fol-
9 lowing:

1 **“§ 7906. Reimbursement for adoption expenses**

2 “(a) IN GENERAL.—The head of each agency shall
3 carry out a program under which an employee of such
4 agency may be reimbursed, as provided in this section, for
5 qualified adoption expenses incurred by such employee.

6 “(b) TREATMENT OF OTHER BENEFITS.—A benefit
7 may not be paid under this section for any expense paid
8 to or for an employee under any other adoption benefits
9 program administered by the Federal Government or
10 under any such program administered by a State or local
11 government.

12 “(c) PER CHILD DOLLAR LIMITATION.—In no event
13 may more than \$2,000 be paid under this section for ex-
14 penses incurred in connection with the adoption of any one
15 child (including if both adopting parents are employees).

16 “(d) FUNDING.—Any amount payable under this sec-
17 tion to an employee shall be paid from the appropriation
18 or fund used to pay such employee.

19 “(e) GUIDELINES, REGULATIONS, ETC.—

20 “(1) GUIDELINES.—The Office of Personnel
21 Management may issue any general guidelines which
22 the Office considers necessary to promote the uni-
23 form administration of this section.

24 “(2) REGULATIONS.—The head of each agency
25 shall prescribe regulations to carry out this section.

26 Any regulations prescribed by an agency within the

1 executive branch to carry out this section shall be
2 consistent with any guidelines issued under para-
3 graph (1).

4 “(3) TECHNICAL ASSISTANCE.—Upon the re-
5 quest of any agency, the Office may provide con-
6 sulting, technical, and other similar assistance to
7 carry out this section.

8 “(f) DEFINITIONS.—For purposes of this section—

9 “(1) the term ‘qualified adoption expenses’, as
10 used with respect to an employee, means reasonable
11 and necessary adoption fees, court costs, attorney
12 fees, and other expenses—

13 “(A) which are directly related to, and the
14 principal purpose of which is for, the legal
15 adoption of an eligible child by the employee;

16 “(B) which are not incurred in violation of
17 State or Federal law or in carrying out any sur-
18rogate parenting arrangement; and

19 “(C) which are not expenses in connection
20 with the adoption by an individual of a child
21 who is the child of such individual’s spouse;

22 “(2) the term ‘eligible child’ means any indi-
23 vidual who—

24 “(A) has not attained age 18; or

1 “(B) is physically or mentally incapable of
2 caring for himself;

3 “(3) the term ‘agency’ means—

4 “(A) an Executive agency; and

5 “(B) the judicial branch; and

6 “(4) the head of the agency is, in the case of
7 the judicial branch, the Director of the Administra-
8 tive Office of the United States Courts.”.

9 (b) APPLICABILITY TO THE UNITED STATES POSTAL
10 SERVICE AND THE POSTAL RATE COMMISSION.—Section
11 1005(d)(2) of title 39, United States Code, is amended
12 by inserting “section 7906,” after “5532,”.

13 (c) CLERICAL AMENDMENT.—The table of sections
14 for chapter 79 of title 5, United States Code, is amended
15 by adding at the end the following:

 “7906. Reimbursement for adoption expenses.”.

16 **SEC. 3. EFFECTIVE DATE.**

17 The amendments made by this Act shall apply with
18 respect to expenses incurred on or after October 1, 1999,
19 or the date of enactment of this Act, whichever is later.

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