

114TH CONGRESS  
2D SESSION

# H. R. 4359

To amend title 5, United States Code, to provide that Federal employees may not be placed on administrative leave for more than 14 days during any year for misconduct or poor performance, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

JANUARY 11, 2016

Mr. CHAFFETZ introduced the following bill; which was referred to the Committee on Oversight and Government Reform

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## A BILL

To amend title 5, United States Code, to provide that Federal employees may not be placed on administrative leave for more than 14 days during any year for misconduct or poor performance, 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 “Administrative Leave  
5 Reform Act”.

1 **SEC. 2. LIMITATION ON ADMINISTRATIVE LEAVE.**

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

5 **“§ 6329. Limitation on administrative leave**

6 “During any calendar year, an employee may not be  
7 placed on administrative leave, or any other paid non-duty  
8 status without charge to leave, for more than 14 total days  
9 for reasons relating to misconduct or performance.”.

10 (b) EFFECTIVE DATE.—The amendment made by  
11 subsection (a) shall begin to apply 90 days after the date  
12 of enactment of this Act.

13 (c) RULE OF CONSTRUCTION.—Nothing in the  
14 amendment made by subsection (a) shall be construed to  
15 limit the number of days that an employee may be placed  
16 on administrative leave, or any other paid non-duty status  
17 without charge to leave, for reasons unrelated to mis-  
18 conduct or performance.

19 (d) CLERICAL AMENDMENT.—The table of sections  
20 for subchapter II of chapter 63 of title 5, United States  
21 Code, is amended by adding after the item relating to sec-  
22 tion 6328 the following new item:

“6329. Limitation on administrative leave.”.

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