

116TH CONGRESS
2D SESSION

H. R. 5802

To require an assessment of the policies, procedures, and practices of the Transportation Security Administration regarding Administration personnel who are parents or guardians of a dependent minor with child care needs or who are expectant parents or guardians of a dependent minor with child care needs, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 7, 2020

Mr. CORREA (for himself and Mr. KATKO) introduced the following bill; which was referred to the Committee on Homeland Security

A BILL

To require an assessment of the policies, procedures, and practices of the Transportation Security Administration regarding Administration personnel who are parents or guardians of a dependent minor with child care needs or who are expectant parents or guardians of a dependent minor with child care needs, 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 “TSA Child Care Avail-
5 ability and Resources for Employees Act” or the “TSA
6 Child CARE Act”.

1 **SEC. 2. TSA CHILD CARE AVAILABILITY ASSESSMENT.**

2 (a) IN GENERAL.—Not later than 90 days after the
3 date of the enactment of this Act, the Administrator of
4 the Transportation Security Administration (TSA) shall
5 commission an assessment of the policies, procedures, and
6 practices of the Administration regarding Administration
7 personnel who are parents or guardians of a dependent
8 minor with child care needs or who are expectant parents
9 or guardians of a dependent minor with child care needs.
10 Such assessment shall also examine any impact on recruit-
11 ment, retention, and career advancement of such policies,
12 procedures, and practices. Such assessment shall be con-
13 ducted by a federally funded research and development
14 center established pursuant to section 305 of the Home-
15 land Security Act of 2002 (6 U.S.C. 185) or a national
16 academy or laboratory with appropriate expertise, as de-
17 termined by the Administrator.

18 (b) CONTENTS.—The assessment required under sub-
19 section (a) shall include the following:

20 (1) An assessment of the impacts of TSA poli-
21 cies, procedures, and practices that relate to the fol-
22 lowing:

23 (A) Job requirements.

24 (B) Personnel management.

25 (C) Shift scheduling practices.

1 (2) An assessment of whether TSA provides
2 adequate breaks for expectant mothers.

3 (3) An assessment of the efficacy of policies for
4 Administration personnel who are lactating mothers.

5 (4) The feasibility of enhancing the availability
6 of child care facilities and services for such per-
7 sonnel, including by providing needs-based subsidies
8 and through collaboration with collocated Federal,
9 State, or local agencies or businesses.

10 (5) Recommendations for improving such poli-
11 cies, procedures, and practices regarding such per-
12 sonnel who are parents or guardians of a dependent
13 minor with child care needs or who are expectant
14 parents or guardians of a dependent minor with
15 child care needs.

16 (c) CONSULTATION.—The entity conducting the as-
17 sessment required under subsection (a) shall consult with
18 appropriate stakeholders, including labor organizations
19 (including the labor organization representing security
20 screening personnel), airport operators, air carriers, and
21 other aviation industry stakeholders.

22 (d) SUBMISSION TO CONGRESS.—Not later than 90
23 days after the completion of the assessment required
24 under subsection (a), the Administrator of the Transpor-
25 tation Security Administration shall submit to the Com-

1 mittee on Homeland Security of the House of Representa-
2 tives and the Committee on Commerce, Science, and
3 Transportation of the Senate such assessment, together
4 with a plan for responding to such assessment, including
5 timelines for implementing any recommendations included
6 therein.

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