

accrued paid medical or sick leave of the employee for any part of the period of leave provided under clause (ii) of subsection (a)(5)(A), except that nothing in this title shall require an employer to provide paid sick leave or paid medical leave in any situation in which such employer would not normally provide any such paid leave.

“(iii) PROHIBITION ON RESTRICTIONS AND LIMITATIONS.—If the employee elects or the employer requires the substitution of accrued paid leave for leave under subsection (a)(5), the employer shall not restrict or limit the leave that may be substituted or impose any additional terms and conditions on the substitution of such leave that are more stringent for the employee than the terms and conditions set forth in this Act.”.

(d) NOTICE.—Section 102(e) of such Act (29 U.S.C. 2612(e)), as amended by section 2(b), is further amended by adding at the end the following new paragraph:

“(4) NOTICE RELATING TO PARENTAL INVOLVEMENT AND FAMILY WELLNESS LEAVE.—In any case in which an employee requests leave under paragraph (5) of subsection (a), the employee shall—

“(A) provide the employer with not less than 7 days’ notice, or (if such notice is impracticable) such notice as is practicable, before the date the leave is to begin, of the employee’s intention to take leave under such paragraph; and

“(B) in the case of leave to be taken under subsection (a)(5)(A)(ii), make a reasonable effort to schedule the activity or care involved so as not to disrupt unduly the operations of the employer, subject to the approval of the health care provider involved (if any).”.

(e) CERTIFICATION.—Section 103 of such Act (29 U.S.C. 2613) is amended by adding at the end the following new subsection:

“(g) CERTIFICATION RELATED TO PARENTAL INVOLVEMENT AND FAMILY WELLNESS LEAVE.—An employer may require that a request for leave under section 102(a)(5) be supported by a certification issued at such time and in such manner as the Secretary may by regulation prescribe.”.

#### SEC. 5. ENTITLEMENT OF FEDERAL EMPLOYEES TO LEAVE FOR PARENTAL INVOLVEMENT AND FAMILY WELLNESS.

(a) LEAVE REQUIREMENT.—Section 6382(a) of title 5, United States Code, as amended by section 3(b), is further amended by adding at the end the following new paragraph:

“(5)(A) Subject to subparagraph (B) and section 6383(f), an employee shall be entitled to leave under this paragraph to—

“(i) participate in or attend an activity that is sponsored by a school or community organization and relates to a program of the school or organization that is attended by a son or daughter or a grandchild of the employee; or

“(ii) meet routine family medical care needs (including by attending medical and dental appointments of the employee or a son or daughter, spouse, or grandchild of the employee) or to attend to the care needs of an elderly individual who is related to the employee through a relationship described in section 6382(a) (including by making visits to nursing homes and group homes).

“(B)(i) An employee is entitled to—

“(I) not to exceed 4 hours of leave under this paragraph during any 30-day period; and

“(II) not to exceed 24 hours of leave under this paragraph during any 12-month period described in paragraph (4).

“(ii) Leave under this paragraph shall be in addition to any leave provided under any other paragraph of this subsection.

“(C) For the purpose of this paragraph—

“(i) the term ‘community organization’ means a private nonprofit organization that is representative of a community or a significant segment of a community and pro-

vides activities for individuals described in section 6381(6), such as a scouting or sports organization; and

“(ii) the term ‘school’ means an elementary school or secondary school (as such terms are defined in section 8101 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801)), a Head Start program assisted under the Head Start Act (42 U.S.C. 9831 et seq.), and a child care facility licensed under State law.”.

(b) SCHEDULE.—Section 6382(b)(1) of such title is amended—

(1) by inserting after the third sentence the following new sentence: “Subject to subsection (e)(4) and section 6383(f), leave under subsection (a)(5) may be taken intermittently or on a reduced leave schedule.”; and

(2) in the last sentence, by striking “involved,” and inserting “involved (or, in the case of leave under subsection (a)(5), for purposes of the 30-day or 12-month period involved).”.

(c) SUBSTITUTION OF PAID LEAVE.—Section 6382(d) of such title is amended—

(1) by inserting “(1)” after the subsection designation; and

(2) by adding at the end the following:

“(2) An employee may elect, or an employer may require the employee, to substitute for any part of the period of leave under subsection (a)(5), any of the employee’s accrued or accumulated annual or sick leave under subchapter I. If the employee elects or the employer requires the substitution of that accrued or accumulated annual or sick leave for leave under subsection (a)(5), the employing agency shall not restrict or limit the leave that may be substituted or impose any additional terms and conditions on the substitution of such leave that are more stringent for the employee than the terms and conditions set forth in this subchapter.”.

(d) NOTICE.—Section 6382(e) of such title, as amended by section 3(b)(2), is further amended by adding at the end the following new paragraph:

“(4) In any case in which an employee requests leave under paragraph (5) of subsection (a), the employee shall—

“(A) provide the employing agency with not less than 7 days’ notice, or (if such notice is impracticable) such notice as is practicable, before the date the leave is to begin, of the employee’s intention to take leave under such paragraph; and

“(B) in the case of leave to be taken under subsection (a)(5)(A)(ii), make a reasonable effort to schedule the activity or care involved so as not to disrupt unduly the operations of the employing agency, subject to the approval of the health care provider involved (if any).”.

(e) CERTIFICATION.—Section 6383(f) of such title is amended by striking “paragraph (1)(E) or (3) of” and inserting “paragraph (1)(E), (3) or (5) of”.

Whereas by 1819, the birth and growth of cities, towns, and communities in the Alabama Territory ensured that the population of the Alabama Territory had developed sufficiently to achieve the minimum number of inhabitants required by Congress to qualify for statehood;

Whereas Congress and President James Monroe approved statehood for the Alabama Territory on December 14, 1819, making Alabama the 22d State of the United States;

Whereas December 14, 2019, marks the 200th anniversary of the attainment of statehood by Alabama; and

Whereas that bicentennial is a monumental occasion to celebrate and commemorate the achievements of the great State of Alabama: Now, therefore, be it

*Resolved*, That the Senate recognizes and celebrates the 200th anniversary of the entry of Alabama into the Union as the 22d State.

-SUBFORMAT:

#### AMENDMENTS SUBMITTED AND PROPOSED

SA 1258. Mr. McCONNELL proposed an amendment to the bill H.R. 1865, to require the Secretary of the Treasury to mint a coin in commemoration of the opening of the National Law Enforcement Museum in the District of Columbia, and for other purposes.

SA 1259. Mr. McCONNELL proposed an amendment to amendment SA 1258 proposed by Mr. McCONNELL to the bill H.R. 1865, *supra*.

SA 1260. Mr. McCONNELL proposed an amendment to the bill H.R. 1865, *supra*.

SA 1261. Mr. McCONNELL proposed an amendment to amendment SA 1260 proposed by Mr. McCONNELL to the bill H.R. 1865, *supra*.

SA 1262. Mr. McCONNELL proposed an amendment to amendment SA 1261 proposed by Mr. McCONNELL to the amendment SA 1260 proposed by Mr. McCONNELL to the bill H.R. 1865, *supra*.

SA 1263. Mr. McCONNELL proposed an amendment to the bill H.R. 1158, to authorize cyber incident response teams at the Department of Homeland Security, and for other purposes.

SA 1264. Mr. McCONNELL proposed an amendment to amendment SA 1263 proposed by Mr. McCONNELL to the bill H.R. 1158, *supra*.

SA 1265. Mr. McCONNELL proposed an amendment to the bill H.R. 1158, *supra*.

SA 1266. Mr. McCONNELL proposed an amendment to amendment SA 1265 proposed by Mr. McCONNELL to the bill H.R. 1158, *supra*.

SA 1267. Mr. McCONNELL proposed an amendment to amendment SA 1266 proposed by Mr. McCONNELL to the amendment SA 1265 proposed by Mr. McCONNELL to the bill H.R. 1158, *supra*.

#### TEXT OF AMENDMENTS

SA 1258. Mr. McCONNELL proposed an amendment to the bill H.R. 1865, to require the Secretary of the Treasury to mint a coin in commemoration of the opening of the National Law Enforcement Museum in the District of Columbia, and for other purposes; as follows:

At the end add the following.

This act shall be effective 1 day after the enactment.”

SA 1259. Mr. McCONNELL proposed an amendment to amendment SA 1258 proposed by Mr. McCONNELL to the bill H.R. 1865, to require the Secretary

#### SUBMITTED RESOLUTIONS

#### SENATE RESOLUTION 456—RECOGNIZING AND CELEBRATING THE 200TH ANNIVERSARY OF THE ENTRY OF ALABAMA INTO THE UNION AS THE 22D STATE

Mr. SHELBY (for himself and Mr. JONES) submitted the following resolution; which was considered and agreed to:

S. RES. 456

Whereas Congress created the Alabama Territory from the eastern half of the Mississippi Territory on March 3, 1817;