



HOUSE COMMITTEE ON
VETERANS' AFFAIRS
Republicans | Ranking Member Phil Roe, M.D.

H.R. 6036: The VA Family Leave Act of 2020

Background:

The National Defense Authorization Act for Fiscal Year 2020 (P.L. 116-92) provides Federal employees with up to 12 weeks of paid parental leave in connection with the birth, adoption, or foster care placement of a child on or after October 1, 2020. The law was intended to apply to all civilian Federal employees who are covered by the Family and Medical Leave Act. However, it inadvertently left out certain employees hired by the Department of Veterans Affairs (VA). These employees include physicians, dentists, podiatrists, optometrists, registered nurses, physician assistants, expanded-duty dental auxiliaries, and chiropractors who are hired by VA to care for the nation's veterans in VA medical facilities. The VA Family Leave Act of 2020 would correct this inconsistency in the law to ensure that these hardworking healthcare professionals have the same parental leave benefits that are provided to other VA staff and their counterparts across the Federal government.

The Message:

- We must care for those who care for our nation's veterans by ensuring that they have the same parental leave benefits that their peers in VA and in other government agencies are entitled to by law.
- Providing these hardworking men and women caring for our nation's veterans with the benefits they have earned when they add a child to their own families is unquestionably the right thing to do.
- The VA Family Leave Act of 2020 would correct an unintended oversight in current law that exempted certain VA medical professionals from receiving three months of paid parental leave.