

HR 4359

Administrative Leave Reform Act

Congress: 114 (2015–2017, Ended)

Chamber: House

Policy Area: Government Operations and Politics

Introduced: Jan 11, 2016

Current Status: Received in the Senate and Read twice and referred to the Committee on Homeland Security and Governm

Latest Action: Received in the Senate and Read twice and referred to the Committee on Homeland Security and Governmental Affairs. (Apr 27, 2016)

Official Text: <https://www.congress.gov/bill/114th-congress/house-bill/4359>

Sponsor

Name: Rep. Chaffetz, Jason [R-UT-3]

Party: Republican • **State:** UT • **Chamber:** House

Cosponsors

No cosponsors are listed for this bill.

Committee Activity

Committee	Chamber	Activity	Date
Homeland Security and Governmental Affairs Committee	Senate	Referred To	Apr 27, 2016
Oversight and Government Reform Committee	House	Reported By	Apr 25, 2016

Subjects & Policy Tags

Policy Area:

Government Operations and Politics

Related Bills

Bill	Relationship	Last Action
114 HR 4909	Related bill	May 26, 2016: Received in the Senate. Read twice. Placed on Senate Legislative Calendar under General Orders. Calendar No. 502.
114 HR 4953	Related bill	Apr 14, 2016: Referred to the House Committee on Oversight and Government Reform.

Administrative Leave Reform Act

(Sec. 2) This bill prohibits placing a federal employee on administrative leave, or any other paid non-duty status without charge to leave, for more than 14 total days for reasons relating to misconduct or performance.

After an employee has been placed on administrative leave for 14 days, the employing agency: (1) shall return the employee to duty status, utilizing telework if available, and assign the employee to duties if such employee is not a threat to safety, the agency mission, or government property; or (2) may place an employee who is found to be such a threat on extended administrative leave for additional periods of not more than 30 days each.

For any additional period of 30 days granted to the employee after the initial 30-day extension, the agency shall submit a report containing:

- the title, position, office or agency subcomponent, job series, pay grade, and salary of the employee;
- a description of the employee's work duties;
- the reason for the administrative leave;
- an explanation as to why the employee is such a threat;
- an explanation as to why the employee is not able to telework or be reassigned to another position within the agency;
- the status of any pending related investigation and a certification that such additional time is needed; and
- the results of a completed investigation and the reason that the employee remains on administrative leave.

An investigative entity must certify to the applicable agency that such additional time is needed and include an estimate of the length of such additional time.

An agency may not grant such additional period of administrative leave to an employee on or after 30 days following the completion of a related investigation.

Actions Timeline

- **Apr 27, 2016:** Received in the Senate and Read twice and referred to the Committee on Homeland Security and Governmental Affairs.
- **Apr 26, 2016:** Mr. Chaffetz moved to suspend the rules and pass the bill, as amended.
- **Apr 26, 2016:** Considered under suspension of the rules. (consideration: CR H1981-1983)
- **Apr 26, 2016:** DEBATE - The House proceeded with forty minutes of debate on H.R. 4359.
- **Apr 26, 2016:** Passed/agreed to in House: On motion to suspend the rules and pass the bill, as amended Agreed to by voice vote.(text: CR H1981)
- **Apr 26, 2016:** On motion to suspend the rules and pass the bill, as amended Agreed to by voice vote. (text: CR H1981)
- **Apr 26, 2016:** Motion to reconsider laid on the table Agreed to without objection.
- **Apr 25, 2016:** Reported (Amended) by the Committee on Oversight and Government Reform. H. Rept. 114-520.
- **Apr 25, 2016:** Placed on the Union Calendar, Calendar No. 400.
- **Mar 1, 2016:** Committee Consideration and Mark-up Session Held.
- **Mar 1, 2016:** Ordered to be Reported (Amended) by Voice Vote.
- **Jan 11, 2016:** Introduced in House
- **Jan 11, 2016:** Referred to the House Committee on Oversight and Government Reform.