

**H.R. 5811, TSA Personnel Workplace Improvement Act of 2020**

As ordered reported by the House Committee on Homeland Security on February 12, 2020

By Fiscal Year, Millions of Dollars	2020	2020-2025	2020-2030
Direct Spending (Outlays)	0	0	0
Revenues	0	0	0
Increase or Decrease (-) in the Deficit	0	0	0
Spending Subject to Appropriation (Outlays)	0	*	not estimated
Statutory pay-as-you-go procedures apply?	No	<b>Mandate Effects</b>	
Increases on-budget deficits in any of the four consecutive 10-year periods beginning in 2031?	No	Contains intergovernmental mandate?	No
		Contains private-sector mandate?	No
* = between zero and \$500,000.			

H.R. 5811 would require the Transportation Security Administration (TSA) to provide its employees access to facilities designated for nursing mothers and to notify all employees that those facilities are available. The bill also would require TSA to provide at least 12 weeks of paid parental leave beginning October 1, 2020.

According to TSA, the agency currently provides access to the facilities required under the bill, in compliance with the guidelines established by the Office of Personnel Management for the Nursing Mothers Program. Further, using its existing administrative authority, TSA plans to provide all employees 12 weeks of paid parental leave beginning October 1, 2020, consistent with the bill's requirements. Under current law, only TSA screeners are eligible to receive paid parental leave starting on October 1, 2020.

CBO estimates that implementing H.R. 5811 would cost less than \$500,000 over the 2021-2025 period for TSA to inform its employees of the availability of facilities for nursing mothers.

The CBO staff contact for this estimate is Sofia Guo. The estimate was reviewed by H. Samuel Papenfuss, Deputy Director of Budget Analysis.