

103RD CONGRESS
2^D SESSION

H. R. 4454

AMENDMENTS

1 *REPRESENTATION ALLOWANCES FOR THE MAJORITY AND*
2 *MINORITY LEADERS*

3 *For representation allowances of the Majority and Mi-*
4 *nority Leaders of the Senate, \$15,000 for each such Leader;*
5 *in all, \$30,000.*

6 *SALARIES, OFFICERS AND EMPLOYEES*

7 *For compensation of officers, employees, and others as*
8 *authorized by law, including agency contributions,*
9 *\$71,338,000, which shall be paid from this appropriation*
10 *without regard to the below limitations, as follows:*

11 *OFFICE OF THE VICE PRESIDENT*

12 *For the Office of the Vice President, \$1,513,000.*

13 *OFFICE OF THE PRESIDENT PRO TEMPORE*

14 *For the Office of the President Pro Tempore, \$457,000.*

15 *OFFICES OF THE MAJORITY AND MINORITY LEADERS*

16 *For Offices of the Majority and Minority Leaders,*
17 *\$2,195,000.*

18 *OFFICES OF THE MAJORITY AND MINORITY WHIPS*

19 *For Offices of the Majority and Minority Whips,*
20 *\$656,000.*

21 *CONFERENCE COMMITTEES*

22 *For the Conference of the Majority and the Conference*
23 *of the Minority, at rates of compensation to be fixed by the*
24 *Chairman of each such committee, \$996,000 for each such*
25 *committee; in all, \$1,992,000.*

1 OFFICES OF THE SECRETARIES OF THE CONFERENCE OF
2 THE MAJORITY AND THE CONFERENCE OF THE MINORITY

3 For Offices of the Secretaries of the Conference of the
4 Majority and the Conference of the Minority, \$384,000.

5 OFFICE OF THE CHAPLAIN

6 For Office of the Chaplain, \$192,000.

7 OFFICE OF THE SECRETARY

8 For Office of the Secretary, \$12,961,000.

9 OFFICE OF THE SERGEANT AT ARMS AND DOORKEEPER

10 For Office of the Sergeant at Arms and Doorkeeper,
11 \$32,739,000.

12 OFFICES OF THE SECRETARIES FOR THE MAJORITY AND

13 MINORITY

14 For Offices of the Secretary for the Majority and the
15 Secretary for the Minority, \$1,197,000.

16 AGENCY CONTRIBUTIONS AND RELATED EXPENSES

17 For agency contributions for employee benefits, as au-
18 thorized by law, and related expenses, \$17,052,000.

19 OFFICE OF THE LEGISLATIVE COUNSEL OF THE SENATE

20 For salaries and expenses of the Office of the Legisla-
21 tive Counsel of the Senate, \$3,381,000.

22 OFFICE OF SENATE LEGAL COUNSEL

23 For salaries and expenses of the Office of Senate Legal
24 Counsel, \$936,000.

1 *EXPENSE ALLOWANCES OF THE SECRETARY OF THE SEN-*
2 *ATE, SERGEANT AT ARMS AND DOORKEEPER OF THE*
3 *SENATE, AND SECRETARIES FOR THE MAJORITY AND*
4 *MINORITY OF THE SENATE*

5 *For expense allowances of the Secretary of the Senate,*
6 *\$3,000; Sergeant at Arms and Doorkeeper of the Senate,*
7 *\$3,000; Secretary for the Majority of the Senate, \$3,000;*
8 *Secretary for the Minority of the Senate, \$3,000; in all,*
9 *\$12,000.*

10 *CONTINGENT EXPENSES OF THE SENATE*

11 *SENATE POLICY COMMITTEES*

12 *For salaries and expenses of the Majority Policy Com-*
13 *mittee and the Minority Policy Committee, \$1,287,000 for*
14 *each such committee; in all, \$2,574,000.*

15 *INQUIRIES AND INVESTIGATIONS*

16 *For expenses of inquiries and investigations ordered*
17 *by the Senate, or conducted pursuant to section 134(a) of*
18 *Public Law 601, Seventy-ninth Congress, as amended, sec-*
19 *tion 112 of Public Law 96-304 and Senate Resolution 281,*
20 *agreed to March 11, 1980, \$78,112,000.*

21 *EXPENSES OF UNITED STATES SENATE CAUCUS ON*

22 *INTERNATIONAL NARCOTICS CONTROL*

23 *For expenses of the United States Senate Caucus on*
24 *International Narcotics Control, \$348,000.*

1 *SECRETARY OF THE SENATE*
2 *(INCLUDING TRANSFER OF FUNDS)*

3 *For expenses of the Office of the Secretary of the Sen-*
4 *ate, \$1,966,500 and, in addition, \$7,000,000, to be derived*
5 *by transfer from funds appropriated in fiscal year 1992*
6 *for "Salaries, Officers and Employees" and to remain*
7 *available until September 30, 1998.*

8 *SERGEANT AT ARMS AND DOORKEEPER OF THE SENATE*

9 *For expenses of the Office of the Sergeant at Arms and*
10 *Doorkeeper of the Senate, \$74,894,000, of which*
11 *\$21,347,000 shall remain available until expended.*

12 *MISCELLANEOUS ITEMS*

13 *For miscellaneous items, \$7,429,000.*

14 *SENATORS' OFFICIAL PERSONNEL AND OFFICE EXPENSE*

15 *ACCOUNT*

16 *For Senators' Official Personnel and Office Expense*
17 *Account, \$206,542,000.*

18 *OFFICE OF SENATE FAIR EMPLOYMENT PRACTICES*

19 *For salaries and expenses of the Office of Senate Fair*
20 *Employment Practices, \$889,000.*

21 *SETTLEMENTS AND AWARDS RESERVE*

22 *For expenses for settlements and awards, \$1,000,000.*

23 *STATIONERY (REVOLVING FUND)*

24 *For stationery for the President of the Senate, \$4,500,*
25 *for officers of the Senate and the Conference of the Majority*

1 *and Conference of the Minority of the Senate, \$8,500; in*
2 *all, \$13,000.*

3 *OFFICIAL MAIL COSTS*

4 *For expenses necessary for official mail costs of the*
5 *Senate, \$11,000,000, to remain available until September*
6 *30, 1996.*

7 *RESCISSION*

8 *Of the funds previously appropriated under the head-*
9 *ing "SENATE", \$23,000,000 are rescinded.*

10 *ADMINISTRATIVE PROVISIONS*

11 *SEC. 1. Effective on and after the date of enactment*
12 *of this Act, the Secretary of the Senate, subject to the ap-*
13 *proval of the Committee on Appropriations of the Senate,*
14 *is authorized to transfer up to \$300,000 from any Senate*
15 *appropriations account with respect to which the Secretary*
16 *has disbursing authority to the revolving fund established*
17 *under section 2(c) under the subheading "ADMINISTRA-*
18 *TIVE PROVISIONS" under the heading "SENATE" in*
19 *Public Law 102-392 (2 U.S.C. 121d(c)) to provide addi-*
20 *tional capitalization for such revolving fund. Any moneys*
21 *so transferred shall be available for use in the same manner*
22 *and to the same extent as the moneys otherwise in such re-*
23 *volving fund.*

24 *SEC. 2. (a) Not later than September 30, 1995, the Sec-*
25 *retary of the Senate shall submit to the Committee on Rules*
26 *and Administration a report evaluating the quality and*

1 *scope of the educational experience available to visitors to*
2 *the Senate concerning the constitutional and historical role*
3 *of the Senate in American Government and society.*

4 *(b) The Secretary of the Senate shall include in the*
5 *report a plan for the improvement of the educational experi-*
6 *ence available to Senate visitors. Senate officers and offi-*
7 *cial and legislative branch support agencies shall work*
8 *with the Secretary of the Senate in the development of the*
9 *plan. Appropriate executive branch agencies, such as the*
10 *National Archives and Records Administration and the*
11 *Smithsonian Institution, are encouraged to offer assistance*
12 *to the Secretary of the Senate in developing the plan.*

13 *(c) There are authorized to be paid out of the Contin-*
14 *gent Fund of the Senate, upon vouchers approved by the*
15 *Secretary of the Senate, such sums as are necessary to reim-*
16 *burse the routine expenses associated with developing the*
17 *report required by this section.*

18 *SEC. 3. (a) Section 105(a) of the Legislative Branch*
19 *Appropriations Act 1965 (Public Law 88-454; 2 U.S.C.*
20 *104a) is amended by adding at the end thereof the following*
21 *new paragraph:*

22 *“(4) Each report by the Secretary of the Senate re-*
23 *quired by paragraph (1) shall contain a separate summary*
24 *of Senate accounts statement for each office of the Senate*
25 *authorized to obligate appropriated funds, including each*

1 *Senator's office, each officer of the Senate, and each commit-*
2 *tee of the Senate. The summary of Senate accounts state-*
3 *ment shall include—*

4 “(A) *the total amount of appropriations made*
5 *available or allocated to the office;*

6 “(B) *any supplemental appropriation, transfer*
7 *of funds, or rescission and the effect of such action on*
8 *the appropriation or allocation to the office;*

9 “(C) *total expenses incurred for salary and office*
10 *expenses; and*

11 “(D) *the unexpended balance.*”.

12 **(b)** *Section 318 of the Legislative Branch Appropria-*
13 *tions Act, 1991 (Public Law 101–520; 2 U.S.C. 59f) is*
14 *amended by striking the period at the end of the last sen-*
15 *tence and inserting the following: “, and in the case of each*
16 *Senator, the allocation made to such Senator from the ap-*
17 *propriation for official mail expenses.”.*

18 **(c)** *The amendments made by this section shall be effec-*
19 *tive with respect to—*

20 (1) *reports and statements covering periods be-*
21 *ginning on and after October 1, 1994; and*

22 (2) *appropriations made and obligations in-*
23 *curred on and after such date.*

24 **SEC. 4.** *(a) There is established in the Treasury of the*
25 *United States a revolving fund within the contingent fund*

1 *of the Senate to be known as the Daniel Webster Senate*
2 *Page Residence Revolving Fund (hereafter referred to in*
3 *this section as the “fund”). The fund shall consist of all*
4 *rental payments and other moneys collected or received by*
5 *the Sergeant at Arms with regard to the Daniel Webster*
6 *Senate Page Residence. All moneys in the fund shall be*
7 *available without fiscal year limitation for disbursement by*
8 *the Secretary of the Senate in connection with operation*
9 *and maintenance of the Daniel Webster Senate Page Resi-*
10 *dence not normally performed by the Architect of the Cap-*
11 *itol. In addition, such moneys may be used by the Sergeant*
12 *at Arms to purchase food and food related items and fund*
13 *activities for the pages.*

14 *(b) All moneys received from rental payments and*
15 *other moneys collected or received by the Sergeant at Arms*
16 *with regard to the Daniel Webster Senate Page Residence*
17 *shall be deposited in the fund and shall be available for*
18 *purposes of this section.*

19 *(c) Disbursements from the fund shall be made upon*
20 *vouchers approved by the Sergeant at Arms, or the designee*
21 *of the Sergeant at Arms.*

22 *(d) The Sergeant at Arms is authorized to prescribe*
23 *such regulations as may be necessary to carry out the provi-*
24 *sions of this section and to provide for the operations of*
25 *the Daniel Webster Senate Page Residence.*

1 *SEC. 5. Effective October 1, 1994, each of the figures*
2 *contained in section 506(b)(3)(A)(iii) of the Supplemental*
3 *Appropriations Act, 1973 (2 U.S.C. 58(b)(3)(A)(iii)) is in-*
4 *creased by \$50,000: Provided, That, in any fiscal year be-*
5 *ginning with fiscal year 1995, a Senator may use funds*
6 *provided for official office expenses, but not to exceed*
7 *\$50,000, for mass mailing, as defined in section 6(b)(1) and*
8 *all such mass mailings shall be under the frank.*

9 *SEC. 6. (a) This section shall apply to mailings by*
10 *Senators, made during fiscal year 1995 and each fiscal year*
11 *thereafter in addition to any other law relating to the use*
12 *of the franking privilege.*

13 *(b) For the purposes of this paragraph—*

14 *(1) the term “mass mailing”—*

15 *(A) means, with respect to a session of Con-*
16 *gress, a mailing of more than 500 newsletters or*
17 *other pieces of mail with substantially identical*
18 *content (whether such mail is deposited singly or*
19 *in bulk, or at the same time or different times),*
20 *but*

21 *(B) does not include a mailing—*

22 *(i) of matter in direct response to a*
23 *communication from a person to whom the*
24 *matter is mailed;*

1 (ii) to other Members of Congress or to
2 a Federal, State, or local government offi-
3 cial;

4 (iii) of a news release to the commu-
5 nications media;

6 (iv) of a town meeting notice, but no
7 such mailing may be made fewer than 60
8 days immediately before the date of any
9 primary election or general election (wheth-
10 er regular, special, or runoff) for any Fed-
11 eral, State, or local office in which a Mem-
12 ber of the Senate is a candidate for election;
13 or

14 (v) of a Federal publication or other
15 item that is provided by the Senate to all
16 Senators or made available by the Senate
17 for purchase by all Senators from official
18 funds specifically for distribution.

19 (c) Except as provided in section 5, a Senator may
20 not mail a mass mailing under the frank.

21 (d) The Senate Committee on Rules and Administra-
22 tion shall prescribe rules and regulations and take other
23 action as the Committee considers necessary and proper for
24 Senators to comply with this section and regulations.

1 *SEC. 7. Of the funds previously appropriated under*
2 *the heading "SENATE", \$65,000,000 shall not remain*
3 *available for obligation beyond the date of enactment of this*
4 *Act.*

5 *SEC. 8. None of the funds appropriated under the*
6 *heading "SENATE" under the subheading "OFFICIAL MAIL*
7 *COSTS" may be used in any fiscal year beginning on or*
8 *after October 1, 1994, for mass mailings as defined in sec-*
9 *tion 6(b)(1).*

10 **(2)**Page 9, strike out lines 6 to 23 and insert:

11 *For the Capitol Police Board for salaries, including*
12 *overtime, hazardous duty pay differential, clothing allow-*
13 *ance of not more than \$600 each for members required to*
14 *wear civilian attire, and Government contributions to em-*
15 *ployees' benefits funds, as authorized by law, of officers,*
16 *members, and employees of the Capitol Police, \$69,382,000,*
17 *of which \$33,463,000 is provided to the Sergeant at Arms*
18 *of the House of Representatives, to be disbursed by the Clerk*
19 *of the House, and \$35,919,000 is provided to the Sergeant*
20 *at Arms and Doorkeeper of the Senate, to be disbursed by*
21 *the Secretary of the Senate: Provided, That of the amounts*
22 *appropriated for fiscal year 1995 for salaries, including*
23 *overtime, hazardous duty pay differential, clothing allow-*
24 *ance of not more than \$600 each for members required to*
25 *wear civilian attire, and Government contributions to em-*

1 *ployees' benefits under this heading, such amounts as may*
2 *be necessary may be transferred between the Sergeant at*
3 *Arms of the House of Representatives and the Sergeant at*
4 *Arms and Doorkeeper of the Senate, upon approval of the*
5 *Committee on Appropriations of the House of Representa-*
6 *tives and the Committee on Appropriations of the Senate.*

7 **(3)**Page 11, line 21, strike out **【\$21,931,000】** and in-
8 sert: *\$21,970,000*

9 **(4)**Page 12, line 17, strike out **【\$23,133,000】** and in-
10 sert: *\$23,188,000*

11 **(5)**Page 13, line 12, strike out **【\$8,927,000】** and insert:
12 *\$9,103,000*

13 **(6)**Page 13, lines 21 and 22, strike out **【, to remain**
14 **available until expended】**

15 **(7)**Page 14, line 15, strike out **【\$22,340,000】** and in-
16 sert: *\$22,797,000*

17 **(8)**Page 14, line 20, strike out **【\$5,201,000】** and insert:
18 *\$5,270,000*

19 **(9)**Page 14, after line 21, insert:

20 *SENATE OFFICE BUILDINGS*

21 *For all necessary expenses for maintenance, care and*
22 *operation of Senate Office Buildings; and furniture and*

1 *furnishings, to be expended under the control and super-*
2 *vision of the Architect of the Capitol, \$47,619,000, of which*
3 *\$7,709,000 shall remain available until expended: Provided,*
4 *That of the amount appropriated under this heading such*
5 *sums as are necessary shall be used, at the direction of the*
6 *Sergeant at Arms and Doorkeeper of the Senate, to complete*
7 *improvements to the property acquired pursuant to section*
8 *1202 of Public Law 103-50.*

9 **(10)**Page 15, line 20, strike out **[\$33,342,000]** and in-
10 sert: *\$33,437,000*

11 **(11)**Page 16, line 15, strike out **[\$58,938,000]** and in-
12 sert: *\$60,459,000*

13 **(12)**Page 17, line 16, strike out **[\$87,717,000]** and in-
14 sert: *\$89,724,000*

15 **(13)**Page 18, after line 5, insert:

16 *(INCLUDING TRANSFER OF FUNDS)*

17 **(14)**Page 18, line 11, strike out **[\$3,182,000]** and in-
18 sert: *\$3,230,000, and, in addition, \$7,000,000 to remain*
19 *available until expended to be derived by transfer from*
20 *funds previously made available without fiscal year limita-*
21 *tion under the heading "ARCHITECT OF THE CAP-*
22 *ITOL"*

1 **(15)**Page 19, line 1, strike out **【\$207,857,000】** and in-
2 sert: *\$210,164,000*

3 **(16)**Page 19, line 19, strike out **【\$27,186,000】** and in-
4 sert: *\$27,456,000*

5 **(17)**Page 19, line 22, strike out **【\$2,891,000】** and in-
6 sert: *\$2,911,000*

7 **(18)**Page 20, line 2, strike out **【\$17,391,000】** and in-
8 sert: *\$17,411,000*

9 **(19)**Page 20, line 16, strike out **【\$44,622,000】** and in-
10 sert: *\$44,951,000*

11 **(20)**Page 20, line 16, strike out **【\$10,896,000】** and in-
12 sert: *\$11,694,000*

13 **(21)**Page 23, line 14, strike out **【\$9,860,000】** and in-
14 sert: *\$13,483,000*

15 **(22)**Page 23, line 14, strike out **【\$941,000】** and insert:
16 *\$4,441,000*

17 **(23)**Page 23, line 24, strike out **【\$30,600,000】** and in-
18 sert: *\$32,207,000*

19 **(24)**Page 23, strike out all after line 24 over to and
20 including “*further,*” in line 3 on page 24

1 **(25)**Page 25, line 14, strike out **[4,193]** and insert:

2 4,493

3 **(26)**Page 25, after line 24, insert:

4 *SEC. 207. Section 207(a) of the Legislative Appropria-*
5 *tions Act, 1993 (Public Law 102-392) is amended—*

6 *(1) in paragraph (1) by inserting “or made*
7 *available from any source” after “appropriated”;*

8 *(2) in paragraph (2)(A) by inserting after “as*
9 *certified by the Public Printer,” the following: “if the*
10 *work is included in a class of work which”;*

11 *(3) by redesignating paragraph (3) as para-*
12 *graph (4);*

13 *(4) by adding after paragraph (2) the following:*

14 *“(3) Any Federal officer or employee who pub-*
15 *lishes a Government publication or orders or con-*
16 *tracts for an individual printing order under para-*
17 *graph (2) shall comply with all applicable provisions*
18 *of chapter 19, title 44, United States Code, regarding*
19 *distribution of Government publications by the Gov-*
20 *ernment Printing Office to Federal depository librar-*
21 *ies.”; and*

22 *(5) by amending paragraph (4), as redesignated*
23 *to read as follows:*

24 *“(4) As used in this section, the term ‘printing’*
25 *includes the processes of composition, platemaking,*

1 *presswork, duplicating, silk screen processes, produc-*
2 *tion of an image on paper or other substrate by any*
3 *process, binding, microform, and the end items of*
4 *such processes.”.*

5 **(27)**Page 26, line 24, strike out **【\$439,525,000】** and
6 insert: *\$443,360,000*

7 **(28)**Page 27, line 3, after “1995” insert: *: Provided fur-*
8 *ther, That notwithstanding 31 U.S.C. 9105 hereafter*
9 *amounts reimbursed to the Comptroller General pursuant*
10 *to that section shall be deposited to the appropriation of*
11 *the General Accounting Office then available and remain*
12 *available until expended, and not more than \$6,000,000 of*
13 *such funds shall be available for use in fiscal year 1995*

14 **(29)**Page 31, after line 19, insert:

15 *SEC. 309. Section 316 of Public Law 101-302 is*
16 *amended in the first sentence of subsection (a) by striking*
17 *“1994” and inserting “1995”.*

18 **(30)**Page 31, after line 19, insert:

19 *SEC. 310. Provided, That upon enactment of this Act,*
20 *of the funds appropriated to the Clerk of the House in the*
21 *Fiscal Year 1986 Urgent Supplemental Appropriations Act,*
22 *Public Law 99-349, and subsequently transferred to the Ar-*
23 *chitect of the Capitol pursuant to the Legislative Branch*
24 *Appropriations Act, 1989, Public Law 100-458, for Capitol*

1 *Complex Security Enhancements, made available until ex-*
 2 *pended, not to exceed \$2,015,000 may be obligated and dis-*
 3 *bursed for the purchase and installation of x-ray machines*
 4 *and magnetometers.*

5 **(31)**Page 31, after line 19, insert:

6 *SEC. 311. (a) No funds appropriated under this Act*
 7 *may be used to carry out the provisions of section 8335(d)*
 8 *or 8425(b) of title 5, United States Code, relating to the*
 9 *mandatory separation of a member of the Capitol Police.*

10 *(b) Officers mandatorily separated under Public Law*
 11 *101-428 shall be entitled to preferential rehire to the extent*
 12 *qualified for any available positions.*

13 **(32)**Page 31, after line 19, insert:

14 *SEC. 312. The following amounts appropriated under*
 15 *the following headings shall be withheld from obligation and*
 16 *shall only become available to the extent necessary to cover*
 17 *the costs of increases in pay and allowances authorized pur-*
 18 *suant to the enactment of H.R. 4539, of the 103d Congress,*
 19 *or pursuant to the pay order of the President or other ad-*
 20 *ministrative action pursuant to law:*

<i>CAPITOL POLICE BOARD</i>	
<i>CAPITOL POLICE</i>	
<i>SALARIES</i>	<i>\$167,000</i>
<i>OFFICE OF TECHNOLOGY ASSESSMENT</i>	
<i>SALARIES AND EXPENSES</i>	<i>39,000</i>
<i>CONGRESSIONAL BUDGET OFFICE</i>	
<i>SALARIES AND EXPENSES</i>	<i>55,000</i>

<i>ARCHITECT OF THE CAPITOL</i>	
<i>OFFICE OF THE ARCHITECT OF THE CAPITOL</i>	
<i>SALARIES</i>	<i>176,000</i>
 <i>CAPITOL BUILDINGS AND GROUNDS</i>	
<i>CAPITOL BUILDINGS</i>	<i>161,000</i>
<i>CAPITOL GROUNDS</i>	<i>69,000</i>
<i>SENATE OFFICE BUILDINGS</i>	<i>280,000</i>
<i>CAPITOL POWER PLANT</i>	<i>95,000</i>
 <i>LIBRARY OF CONGRESS</i>	
<i>CONGRESSIONAL RESEARCH SERVICE</i>	
<i>SALARIES AND EXPENSES</i>	<i>671,000</i>
 <i>GOVERNMENT PRINTING OFFICE</i>	
<i>CONGRESSIONAL PRINTING AND BINDING</i>	<i>2,007,000</i>
<i>OFFICE OF SUPERINTENDENT OF DOCUMENTS</i>	
<i>SALARIES AND EXPENSES</i>	<i>107,000</i>
 <i>BOTANIC GARDEN</i>	
<i>SALARIES AND EXPENSES</i>	<i>48,000</i>
 <i>LIBRARY OF CONGRESS</i>	
<i>SALARIES AND EXPENSES</i>	<i>2,307,000</i>
 <i>COPYRIGHT OFFICE</i>	
<i>SALARIES AND EXPENSES</i>	<i>270,000</i>
 <i>BOOKS FOR THE BLIND AND PHYSICALLY HANDICAPPED</i>	
<i>SALARIES AND EXPENSES</i>	<i>79,000</i>
 <i>ARCHITECT OF THE CAPITOL</i>	
<i>LIBRARY BUILDING AND GROUNDS</i>	
<i>STRUCTURAL AND MECHANICAL CARE</i>	<i>123,000</i>
 <i>GENERAL ACCOUNTING OFFICE</i>	
<i>SALARIES AND EXPENSES</i>	<i>3,835,000</i>

1 **(33)**Page 31, after line 19, insert:

2 *SEC. 313. ARCHITECT OF THE CAPITOL HUMAN RE-*
3 *SOURCES PROGRAM.—(a) SHORT TITLE.—This section*
4 *may be cited as the “Architect of the Capitol Human Re-*
5 *sources Act”.*

6 *(b) FINDING AND PURPOSE.—*

7 *(1) FINDING.—The Congress finds that the Office*
8 *of the Architect of the Capitol should develop human*

1 *resources management programs that are consistent*
2 *with the practices common among other Federal and*
3 *private sector organizations.*

4 (2) *PURPOSE.—It is the purpose of this section*
5 *to require the Architect of the Capitol to establish and*
6 *maintain a personnel management system that incor-*
7 *porates fundamental principles that exist in other*
8 *modern personnel systems.*

9 (c) *PERSONNEL MANAGEMENT SYSTEM.—*

10 (1) *ESTABLISHMENT.—The Architect of the Cap-*
11 *itol shall establish and maintain a personnel manage-*
12 *ment system.*

13 (2) *REQUIREMENTS.—The personnel manage-*
14 *ment system shall at a minimum include the follow-*
15 *ing:*

16 (A) *A system which ensures that applicants*
17 *for employment and employees of the Architect of*
18 *the Capitol are appointed, promoted, and as-*
19 *signed on the basis of merit and fitness after fair*
20 *and equitable consideration of all applicants and*
21 *employees through open competition.*

22 (B) *An equal employment opportunity pro-*
23 *gram which includes an affirmative employment*
24 *program for employees and applicants for em-*
25 *ployment, and procedures for monitoring*

1 *progress by the Architect of the Capitol in ensur-*
2 *ing a workforce reflective of the diverse labor*
3 *force.*

4 (C) *A system for the classification of posi-*
5 *tions which takes into account the difficulty, re-*
6 *sponsibility, and qualification requirements of*
7 *the work performed, and which conforms to the*
8 *principle of equal pay for substantially equal*
9 *work.*

10 (D) *A program for the training of Architect*
11 *of the Capitol employees which has among its*
12 *goals improved employee performance and op-*
13 *portunities for employee advancement.*

14 (E) *A formal performance appraisal system*
15 *which will permit the accurate evaluation of job*
16 *performance on the basis of objective criteria for*
17 *all Architect of the Capitol employees.*

18 (F) *A fair and equitable system to address*
19 *unacceptable conduct and performance by Archi-*
20 *tect of the Capitol employees, including a general*
21 *statement of violations, sanctions, and proce-*
22 *dures which shall be made known to all employ-*
23 *ees, and a formal grievance procedure.*

24 (G) *A program to provide services to deal*
25 *with mental health, alcohol abuse, drug abuse,*

1 *and other employee problems, and which ensures*
2 *employee confidentiality.*

3 *(H) A formal policy statement regarding*
4 *the use and accrual of sick and annual leave*
5 *which shall be made known to all employees, and*
6 *which is consistent with the other requirements*
7 *of this section.*

8 *(d) IMPLEMENTATION OF PERSONNEL MANAGEMENT*
9 *SYSTEM.—*

10 *(1) DEVELOPMENT OF PLAN.—The Architect of*
11 *the Capitol shall—*

12 *(A) develop a plan for the establishment*
13 *and maintenance of a personnel management*
14 *system designed to achieve the requirements of*
15 *subsection (c);*

16 *(B) submit the plan to the Speaker of the*
17 *House of Representatives, the House Office*
18 *Building Commission, the Committee on Rules*
19 *and Administration of the Senate, and the Joint*
20 *Committee on the Library not later than 12*
21 *months after the date of enactment of this Act;*
22 *and*

23 *(C) implement the plan not later than 90*
24 *days after the plan is submitted to the Speaker*
25 *of the House of Representatives, the House Office*

1 *Building Commission, the Committee on Rules*
2 *and Administration of the Senate, and the Joint*
3 *Committee on the Library, as specified in para-*
4 *graph (2).*

5 (2) *EVALUATION AND REPORTING.*—*The Archi-*
6 *tect of the Capitol shall develop a system of oversight*
7 *and evaluation to ensure that the personnel manage-*
8 *ment system of the Architect of the Capitol achieves*
9 *the requirements of subsection (c) and complies with*
10 *all other relevant laws, rules and regulations. The Ar-*
11 *chitect of the Capitol shall report to the Speaker of the*
12 *House of Representatives, the House Office Building*
13 *Commission, the Committee on Rules and Adminis-*
14 *tration of the Senate, and the Joint Committee on the*
15 *Library on an annual basis the results of its evalua-*
16 *tion under this subsection.*

17 (3) *APPLICATION OF LAWS.*—*Nothing in this sec-*
18 *tion shall be construed to alter or supersede any other*
19 *provision of law otherwise applicable to the Architect*
20 *of the Capitol or its employees, unless expressly pro-*
21 *vided in this section.*

22 (e) *DISCRIMINATION COMPLAINT PROCESSING.*—

23 (1) *DEFINITIONS.*—*For purposes of this sub-*
24 *section:*

1 (A) *The term “employee of the Architect of*
2 *the Capitol” or “employee” means—*

3 (i) *any employee of the Architect of the*
4 *Capitol, the Botanic Garden, or the Senate*
5 *Restaurants;*

6 (ii) *any applicant for a position that*
7 *is to be occupied by an individual described*
8 *in subparagraph (A); or*

9 (iii) *within 180 days after the termi-*
10 *nation of employment with the Architect of*
11 *the Capitol, any individual who was for-*
12 *merly an employee described in subpara-*
13 *graph (A) and whose claim of a violation*
14 *arises out of the individual’s employment*
15 *with the Architect of the Capitol.*

16 (B) *The term “violation” means a practice*
17 *that violates subsection (b) of this section.*

18 (2) *DISCRIMINATORY PRACTICES PROHIBITED.—*

19 (A) *IN GENERAL.—All personnel actions af-*
20 *fecting employees of the Architect of the Capitol*
21 *shall be made free from any discrimination*
22 *based on—*

23 (i) *race, color, religion, sex, or national*
24 *origin, within the meaning of section 717 of*

1 *the Civil Rights Act of 1964 (42 U.S.C.*
2 *2000e-16);*

3 *(ii) age, within the meaning of section*
4 *15 of the Age Discrimination in Employ-*
5 *ment Act of 1967 (29 U.S.C. 633a); or*

6 *(iii) handicap or disability, within the*
7 *meaning of section 501 of the Rehabilitation*
8 *Act of 1973 (29 U.S.C. 791) and sections*
9 *102 through 104 of the Americans with Dis-*
10 *abilities Act of 1990 (42 U.S.C. 12112-14).*

11 *(B) INTIMIDATION PROHIBITED.—Any in-*
12 *timidation of, or reprisal against, any employee*
13 *by the Architect of the Capitol, or by any em-*
14 *ployee of the Architect of the Capitol, because of*
15 *the exercise of a right under this section con-*
16 *stitutes an unlawful employment practice, which*
17 *may be remedied in the same manner as are*
18 *other violations described in paragraph (1).*

19 *(3) PROCEDURE FOR CONSIDERATION OF AL-*
20 *LEGED VIOLATIONS.—*

21 *(A) GENERAL ACCOUNTING OFFICE PERSON-*
22 *NEL APPEALS BOARD.—(i) Any employee of the*
23 *Architect of the Capitol alleging a violation of*
24 *paragraph (2) may file a charge with the Gen-*
25 *eral Accounting Office Personnel Appeals Board*

1 *in accordance with the General Accounting Of-*
2 *ice Personnel Act of 1980 (31 U.S.C. 751–55)*
3 *and regulations of the Board. Such a charge may*
4 *be filed only after the employee has filed a com-*
5 *plaint with the Architect of the Capitol in ac-*
6 *cordance with requirements prescribed by the Ar-*
7 *chitect of the Capitol and has exhausted all rem-*
8 *edies pursuant to such requirements.*

9 *(ii) The Architect of the Capitol shall carry*
10 *out any action within its authority that the*
11 *Board orders under section 4 of the General Ac-*
12 *counting Office Personnel Act of 1980 (31 U.S.C.*
13 *753).*

14 *(iii) The Architect of the Capitol shall reim-*
15 *burse the General Accounting Office for costs in-*
16 *curring by the Board in considering charges filed*
17 *under this subsection.*

18 *(B) GENERAL ACCOUNTING OFFICE PERSON-*
19 *NEL APPEALS BOARD OR OFFICE OF SENATE*
20 *FAIR EMPLOYMENT PRACTICES.—An employee of*
21 *the Architect of the Capitol who is assigned to*
22 *the Senate Restaurants or to the Superintendent*
23 *of the Senate Office Buildings alleging a viola-*
24 *tion of subsection (b) may file a charge pursuant*
25 *to paragraph (1), or may elect to follow the pro-*

1 *cedures outlined in the Government Employee*
2 *Rights Act of 1991 (2 U.S.C. 1201 et seq.).*

3 (4) *AMENDMENTS TO THE GENERAL ACCOUNT-*
4 *ING OFFICE PERSONNEL ACT OF 1980.—*

5 (A) *Section 751(a)(1) of title 31, United*
6 *States Code, amended by inserting “or Architect*
7 *of the Capitol” after “Office”.*

8 (B) *Section 753(a) of title 31, United States*
9 *Code, is amended—*

10 (i) *in paragraph (7) by striking “and”*
11 *at the end of the paragraph;*

12 (ii) *in paragraph (8) by striking the*
13 *period and inserting “; and”; and*

14 (iii) *by inserting at the end thereof the*
15 *following:*

16 *“(9) an action involving discrimination prohib-*
17 *ited under subsection (d)(2) of the Architect of the*
18 *Capitol Human Resources Act.”*

19 (C) *Section 755 of title 31, United States*
20 *Code, is amended—*

21 (i) *in subsection (a) by striking the “or*
22 *(7)” and inserting “, (7), or (9)”;* and

23 (ii) *in subsection (b) by striking “or*
24 *applicant for employment” and inserting*

1 *“applicant for employment, or employee of*
2 *the Architect of the Capitol”.*

Attest:

Secretary.

HR 4454 EAS—2

HR 4454 EAS—3

HR 4454 EAS—4