

pendency of the procedures described in paragraph (1)—

(A) grant a paid leave of absence to the covered employee;

(B) permit a remote work assignment and grant a paid leave of absence to the covered employee; or

(C) make another workplace adjustment, or permit a remote work assignment, that would have the effect of reducing interactions between the covered employee and any person alleged to have committed the violation described in paragraph (1).

**(3) Ensuring no retaliation**

An employing office may not grant a covered employee's request under this subsection in a manner which would constitute a violation of section 1317 of this title.

**(4) No impact on vacation or personal leave**

In granting leave for a paid leave of absence under this section, an employing office shall not require the covered employee to substitute, for that leave, any of the accrued paid vacation or personal leave of the covered employee.

**(b) Exception for arrangements subject to collective bargaining agreements**

Subsection (a) does not apply to the extent that it is inconsistent with the terms and conditions of any collective bargaining agreement which is in effect with respect to an employing office.

(Pub. L. 104-1, title IV, §417, as added Pub. L. 115-397, title I, §113(a), Dec. 21, 2018, 132 Stat. 5313.)

**Editorial Notes**

REFERENCES IN TEXT

Part A of subchapter II, referred to in subsec. (a)(1), was in the original "part A of title II", meaning part A (§§201-207) of title II of Pub. L. 104-1, Jan. 23, 1995, 109 Stat. 7, which is classified principally to part A of subchapter II of this chapter. For complete classification of part A to the Code, see Tables.

**Statutory Notes and Related Subsidiaries**

EFFECTIVE DATE

Section effective upon expiration of the 180-day period beginning on Dec. 21, 2018, with provisions for effect on pending proceedings, see section 401 of Pub. L. 115-397, set out as an Effective Date of 2018 Amendment note under section 1301 of this title.

SUBCHAPTER V—MISCELLANEOUS PROVISIONS

**§ 1431. Exercise of rulemaking powers**

The provisions of sections 1302(b)(3), section<sup>1</sup> 1381(l), and 1384(c) of this title are enacted—

(1) as an exercise of the rulemaking power of the House of Representatives and the Senate, respectively, and as such they shall be considered as part of the rules of such House, respectively, and such rules shall supersede other rules only to the extent that they are inconsistent therewith; and

(2) with full recognition of the constitutional right of either House to change such rules (so far as relating to such House) at any time, in the same manner, and to the same extent as in the case of any other rule of each House.

(Pub. L. 104-1, title V, §501, Jan. 23, 1995, 109 Stat. 39; Pub. L. 115-397, title II, §201(c), Dec. 21, 2018, 132 Stat. 5317.)

**Editorial Notes**

AMENDMENTS

2018—Pub. L. 115-397 inserted " , section 1381(l)," before "and 1384(c) of this title" in introductory provisions.

**Statutory Notes and Related Subsidiaries**

EFFECTIVE DATE OF 2018 AMENDMENT

Amendment by Pub. L. 115-397 effective upon expiration of the 180-day period beginning on Dec. 21, 2018, with provisions for effect on pending proceedings, see section 401 of Pub. L. 115-397, set out as a note under section 1301 of this title.

**§ 1432. Political affiliation and place of residence**

**(a) In general**

It shall not be a violation of any provision of section 1311 of this title to consider the—

- (1) party affiliation;
- (2) domicile; or
- (3) political compatibility with the employing office;

of an employee referred to in subsection (b) with respect to employment decisions.

**(b) "Employee" defined**

For purposes of subsection (a), the term "employee" means—

- (1) an employee on the staff of the leadership of the House of Representatives or the leadership of the Senate;
- (2) an employee on the staff of a committee or subcommittee of—
  - (A) the House of Representatives;
  - (B) the Senate; or
  - (C) a joint committee of the Congress;

(3) an employee on the staff of a Member of the House of Representatives or on the staff of a Senator;

(4) an officer of the House of Representatives or the Senate or a congressional employee who is elected by the House of Representatives or Senate or is appointed by a Member of the House of Representatives or by a Senator (in addition an employee described in paragraph (1), (2), or (3)); or

(5) an applicant for a position that is to be occupied by an individual described in any of paragraphs (1) through (4).

(Pub. L. 104-1, title V, §502, Jan. 23, 1995, 109 Stat. 39.)

**§ 1433. Nondiscrimination rules of House and Senate**

The Select Committee on Ethics of the Senate and the Committee on Standards of Official Conduct of the House of Representatives retain full

<sup>1</sup>So in original. The word "section" probably should not appear.