

Public Law 96-523  
96th Congress

An Act

To amend section 3102 of title 5, United States Code, and section 7 of the Federal Advisory Committee Act to permit the employment of personal assistants for handicapped Federal employees both at their regular duty station and while on travel status.

Dec. 12, 1980

[H.R. 7466]

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,* That (a) section 3102 of title 5, United States Code, is amended to read as follows:

Handicapped  
Federal  
employees.  
Personal  
assistants,  
employment.  
Definitions.

**“§3102. Employment of personal assistants for handicapped employees, including blind and deaf employees**

“(a) For the purpose of this section—

“(1) ‘agency’ means—

“(A) an Executive agency; and

“(B) the Library of Congress;

“(2) ‘handicapped employee’ means an individual employed by an agency who is blind or deaf or who otherwise qualifies as a handicapped individual within the meaning of section 501 of the Rehabilitation Act of 1973 (29 U.S.C. 794); and

29 USC 791.

“(3) ‘nonprofit organization’ means an organization determined by the Secretary of the Treasury to be an organization described in section 501(c) of the Internal Revenue Code of 1954 (26 U.S.C. 501(c)) which is exempt from taxation under section 501(a) of such Code.

“(b)(1) The head of each agency may employ one or more personal assistants who the head of the agency determines are necessary to enable a handicapped employee of that agency to perform the employee’s official duties and who shall serve without pay from the agency, without regard to—

“(A) the provisions of this title governing appointment in the competitive service;

“(B) chapter 51 and subchapter III of chapter 53 of this title; and

5 USC 5101 et  
seq, 5331.

“(C) section 3679(b) of the Revised Statutes (31 U.S.C. 665(b)).

Such employment may include the employing of a reading assistant or assistants for a blind employee or an interpreting assistant or assistants for a deaf employee.

“(2) A personal assistant, including a reading or interpreting assistant, employed under this subsection may receive pay for services performed by the assistant from the handicapped employee or a nonprofit organization, without regard to section 209 of title 18.

“(c) The head of each agency may also employ or assign one or more personal assistants who the head of the agency determines are necessary to enable a handicapped employee of that agency to perform the employee’s official duties. Such employment may include the employing of a reading assistant or assistants for a blind employee or an interpreting assistant or assistants for a deaf employee.

Travel expenses.

“(d)(1) In the case of any handicapped employee (including a blind or deaf employee) traveling on official business, the head of the agency may authorize the payment to an individual to accompany or assist (or both) the handicapped employee for all or a portion of the travel period involved. Any payment under this subsection to such an individual may be made either directly to that individual or by advancement or reimbursement to the handicapped employee.

Payment limitation.

“(2) With respect to any individual paid to accompany or assist a handicapped employee under paragraph (1) of this subsection—

“(A) the amount paid to that individual shall not exceed the limit or limits which the Office of Personnel Management shall prescribe by regulation to ensure that the payment does not exceed amounts (including pay and, if appropriate, travel expenses and per diem allowances) which could be paid to an employee assigned to accompany or assist the handicapped employee; and

“(B) that individual shall be considered an employee, but only for purposes of chapter 81 of this title (relating to compensation for injury) and sections 2671 through 2680 of title 28 (relating to tort claims).

5 USC 8101 et seq.

“(e) This section may not be held or considered to prevent or limit in any way the assignment to a handicapped employee (including a blind or deaf employee) by an agency of clerical or secretarial assistance, at the expense of the agency under statutes and regulations currently applicable at the time, if that assistance normally is provided, or authorized to be provided, in that manner under currently applicable statutes and regulations.”

(b) The item relating to section 3102 in the analysis of chapter 31 of title 5, United States Code, is amended to read as follows:

“3102. Employment of personal assistants for handicapped employees, including blind and deaf employees.”

(c)(1) Section 604(a)(16)(A) of title 28, United States Code, is amended by striking out “3102” and inserting in lieu thereof “3102(b)”.

(2) Section 410(b)(1) of title 39, United States Code, is amended by striking out “3102 (employment of reading assistants for blind employees and interpreting assistants for deaf employees),” and inserting in lieu thereof “section 3102 (employment of personal assistants for blind, deaf, or otherwise handicapped employees).”

Ante, p. 3039.

SEC. 2. Section 7(d)(1) of the Federal Advisory Committee Act (5 U.S.C. App.) is amended by striking out “and” at the end of subparagraph (A), by striking out the period at the end of subparagraph (B) and inserting “; and” in lieu thereof, and by adding at the end thereof the following new subparagraph:

“(C) such members—

“(i) who are blind or deaf or who otherwise qualify as handicapped individuals (within the meaning of section 501 of the Rehabilitation Act of 1973 (29 U.S.C. 794)), and

“(ii) who do not otherwise qualify for assistance under section 3102 of title 5, United States Code, by reason of being an employee of an agency (within the meaning of section 3102(a)(1) of such title 5),

may be provided services pursuant to section 3102 of such title 5 while in performance of their advisory committee duties.”

29 USC 791.

Ante, p. 3039.

Effective date.  
5 USC 3102 note.

SEC. 3. The amendments made by this Act shall take effect sixty days after the date of the enactment of this Act.

SEC. 4. (a) Section 8332 of title 5, United States Code, is amended by adding at the end thereof the following new subsection:

“(m)(1) Upon application to the Office of Personnel Management, any individual who is an employee on the date of the enactment of this subsection, and who has on such date or thereafter acquires 5 years or more of creditable civilian service under this section (exclusive of service for which credit is allowed under this subsection) shall be allowed credit (as service as a Congressional employee) for service before the date of the enactment of this subsection while employed by the Democratic Senatorial Campaign Committee, the Republican Senatorial Campaign Committee, the Democratic National Congressional Committee, or the Republican National Congressional Committee, if—

Federal civilian employees, service credit.

“(A) such employee has at least 5 years service on such committees as of the effective date of this section, and

“(B) such employee makes a deposit to the Fund in an amount equal to the amount which would be required under section 8334(c) of this title if such service were service as a Congressional employee.

5 USC 8334.

“(2) The Office shall accept the certification of the President of the Senate (or his designee) or the Speaker of the House (or his designee), as the case may be, concerning the service of, and the amount of compensation received by, an employee with respect to which credit is to be sought under this subsection.

Service and compensation.

“(3) An individual receiving credit for service for any period under this subsection shall not be granted credit for such service under the provisions of the Social Security Act.”

42 USC 1305.

(b) The amendments made by this section shall take effect on the date of the enactment of this Act.

Effective date.  
5 USC 8332 note.

Approved December 12, 1980.

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**LEGISLATIVE HISTORY:**

HOUSE REPORT No. 96-1279 (Comm. on Post Office and Civil Service).  
CONGRESSIONAL RECORD, Vol. 126 (1980):

Sept. 8, considered and passed House.

Nov. 21, considered and passed Senate, amended.

Dec. 1, House concurred in Senate amendment.