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2   Chairman Phil Mendelson
3   at the request of the Mayor
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5
6   A RESOLUTION
7   _____
8
9   IN THE COUNCIL OF THE DISTRICT OF COLUMBIA
10   _____
11
12   To declare the existence of an emergency with respect to the need to provide paid bereavement
13   leave to District government employees for the death of a minor child of the employee,
14   third-trimester miscarriages, and stillbirths.
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16   RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this

17   resolution may be cited as the "District Government Parental Bereavement Leave Emergency

18   Declaration Resolution of 2021".

19   Sec. 2. (a) While the Universal Paid Leave Amendment Act of 2016 provides up to 2

20   weeks of paid leave for the death of a child, a late-term miscarriage, or a stillbirth, the

21   comparable District Government Paid Family Leave program does not provide a comparable

22   amount of leave for the death of a child and does not provide paid leave at all for late-term

23   miscarriages or stillbirths. Although the District has a robust array of leave and disability

24   benefits available for employees to use to recover and heal, the portfolio needs to be

25   complemented with additional paid coverage for District government employees who suffer a

26   third-trimester miscarriage or stillbirth, or the death of their child.

27   (b) Expanding the District Government employee's bereavement leave to increase

28   the number of days of coverage for the death of a minor child and cover late-term miscarriages

29   and stillbirths will close an inequitable gap in the District government's leave coverage.

30   (c) Current employees are harmed by their inability to access an appropriate level

31 and type of leave, and additional employees will be unnecessarily harmed without prompt

32 legislative action.

33   Sec. 3. The Council of the District of Columbia determines that the circumstances in

34 section 2 constitute emergency circumstances making it necessary that the District Government

35 Parental Bereavement Leave Amendment Act of 2021 be adopted after a single reading.

36   Sec. 4. This resolution shall take effect immediately.