

A BILL

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To provide, on a temporary basis, authority to the Executive to provide paid leave due to the death of a minor child of a District government employee, an employee’s third-trimester miscarriage, and stillbirth.

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the “District Government Parental Bereavement Leave Temporary Amendment Act of 2021”.

Sec. 2. Section 1203 of the District of Columbia Government Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code § 1-612.03 *et seq.*), is amended by adding new subsection (n-1) to read as follows:

“(n-1) In addition to the leave authorized by subsection (n), an employee shall be entitled to 2 weeks of bereavement leave without loss of pay, leave, or service credit when the employee suffers the death of their child under the age of 21 years, a third-trimester miscarriage, or a stillbirth.”

Sec. 3. Applicability.

This act shall apply as of December 1, 2020.

Sec. 4. Fiscal impact statement.

The Council adopts the fiscal impact statement in the committee report as the fiscal impact statement required by section 4a of the General Legislative Procedures Act of 1975, approved October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

32 Sec. 5. Effective date.

33 (a) This act shall take effect following approval by the Mayor (or in the event of veto by
34 the Mayor, action by the Council to override the veto), a 30-day period of congressional review
35 as provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December
36 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of
37 Columbia Register.

38 (b) This act shall expire after 225 days of its having taken effect.