

AN ACT

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To amend, on a temporary basis, the District of Columbia Government Comprehensive Merit Personnel Act of 1978 to provide paid leave for a District government employee when the employee suffers the death of the employee's minor child or a stillbirth.

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the "District Government Family 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), is amended by adding new subsection (n-1) to read as follows:

"(n-1)(1) Beginning December 1, 2020, in addition to the leave authorized by subsection (n) of this section, an employee shall be entitled to 10 days of bereavement leave without loss of pay, leave, or service credit when the employee suffers a stillbirth or the employee suffers the death of the employee's child under the age of 21 years.

"(2) Leave authorized by paragraph (1) of this subsection must be exercised within 60 days after the effective date of the District Government Family Bereavement Leave Emergency Amendment Act of 2021, effective March 17, 2021 (D.C. Act 24-31; 68 DCR 3183), or within 60 days after the death of the employee's child or stillbirth, whichever is later.

"(3) For the purposes of this subsection, the term:

"(A) "Child" means the biological, adoptive, or step-child of the employee, the employee's spouse, or person for whom the employee stands in loco parentis.

"(B) "Stillbirth" means the loss of a pregnancy at 20 weeks' gestation or later."

Sec. 3. Fiscal impact statement.

The Council adopts the fiscal impact statement of the Budget Director 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).

ENROLLED ORIGINAL

Sec. 4. Effective date.

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

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

Chairman
Council of the District of Columbia

Mayor
District of Columbia