

Paid Parental Leave for Federal Employees

Friday, December 27, 2019

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The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

MEMORANDUM FOR: HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

From: DALE CABANISS, DIRECTOR

Subject: Paid Parental Leave for Federal Employees

On December 20, 2019, President Donald J. Trump signed into law a major improvement in the compensation and benefits package for Federal civilian employees as part of the National Defense Authorization Act (NDAA) for Fiscal Year 2020.

The Act provides up to 12 weeks of paid parental leave in connection with the birth, adoption, or foster care placement of a child for employees covered by Family and Medical Leave Act (FMLA) provisions applicable to Federal civilian employees.

The new law applies to leave taken in connection with a birth or placement occurring on or after October 1, 2020. The U.S. Office of Personnel Management (OPM) will issue necessary regulations and guidance to implement this legislation.

Additional Information

Agency headquarters-level human resources offices may contact OPM at pay-leave-policy@opm.gov. Employees should contact their agency human resources office for further information on this memorandum.

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, Human Resources Directors, and Work-Life Coordinators