

A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To declare the existence of an emergency with respect to the need to provide paid bereavement leave to a District government employee after the employee suffers the death of a minor child of the employee or a stillbirth.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the “District Government Family Bereavement Leave Emergency Declaration Resolution of 2022”.

Sec. 2. (a) The District has a robust array of leave and disability benefits available for employees to use to recover and heal from personal medical issues or to grieve the loss of a family members; however, the portfolio needs to be complemented with additional paid coverage for District government employees who suffer a stillbirth or the death of their child.

(b) Beginning in Fiscal Year 2022, the Universal Paid Leave Amendment Act of 2016 provides up to 6 weeks of paid leave for employees of private employers for medical recovery from a stillbirth, but the comparable District Government Paid Family Leave program for District government employees does not provide any personal paid medical leave other than accrued sick leave and provides only 3 days of bereavement leave.

36 (b) Expanding District government employees' bereavement leave to increase the number
37 of days of coverage for the death of a minor child and to cover stillbirths will close a gap in the
38 District government's leave coverage.

39 (c) Current District government employees are harmed by their inability to access an
40 appropriate level and type of leave, and additional employees will be unnecessarily harmed
41 without prompt legislative action.

42 (d) The Council previously enacted the District Government Family Bereavement Leave
43 Emergency Amendment Act of 2021 (B24-51) and its associated temporary measure (B24-52),
44 but the temporary legislation will expire on February 4, 2022. To continue the benefits that the
45 Council initiated in 2021, new legislation is required.

46 Sec. 3. The Council of the District of Columbia determines that the circumstances in
47 section 2 constitute emergency circumstances making it necessary that the District Government
48 Family Bereavement Leave Amendment Act of 2022 be adopted after a single reading.

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