# Parental Bereavement Leave

## This new paid leave benefit allows covered federal employees to take up to two weeks off following the death of a child.

The [National Defense Authorization Act for Fiscal Year 2022](https://www.govinfo.gov/content/pkg/BILLS-117s1605enr/pdf/BILLS-117s1605enr.pdf) established a new paid leave entitlement that allows covered employees to take up to two weeks of paid bereavement leave if a [child](https://www.law.cornell.edu/definitions/uscode.php?width=840&height=800&iframe=true&def_id=5-USC-207476503-965628039&term_occur=999&term_src=title:5:part:III:subpart:E:chapter:63:subchapter:V:section:6381)—including adopted, foster and step-children, as well as an adult child incapable of self-care because of a mental or physical disability—dies.

The new paid leave became effective on December 27, 2021. It is available to all Title 5 federal employees serving in permanent or term appointments of more than one year with at least one year of service.

## Parental Bereavement Leave Time and Attendance (T&A Coding)

Until IBC’s personnel and payroll system, FPPS, is updated with the required new pay codes for such leave usage, IBC is adopting an interim solution to document the use of Parental Bereavement Leave (PBL).

Employees using PBL should charge their timesheet to Administrative Leave (FPPS pay code 060) along with the payroll remark “For Parental Bereavement Leave”.

Employees who may have needed to use PBL prior to the announcement of this interim solution should submit a corrected timesheet for the effective pay period. The corrected timesheet should replace the original type of leave used to reflect the leave with Administrative Leave (FPPS pay code 060) with the corresponding payroll remark.

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## Resources

* [OPM Memo to Federal Agencies on Parental Bereavement Leave](https://chcoc.gov/content/parental-bereavement-leave)
* [National Defense Authorization Act for Fiscal Year 2022](https://www.govinfo.gov/content/pkg/BILLS-117s1605enr/pdf/BILLS-117s1605enr.pdf)

## Questions

* If you have questions, please contact your [HR (Employee Relations) Specialist](https://ibc.doi.gov/HRD/hr-services-contacts).