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DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1100

FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Ms. Michelle LowcSolis

SUBJECT: Paid Parental Leave for Federal Employees

AUDIENCE: Nonappropriated Fund and Appropriated Fund

ACTION: Disseminate to DoD Human Resources Practitioners & Hiring Managers

REFERENCE:

- a. Office of Personnel Management (OPM) Memorandum, "Paid Parental Leave for Federal Employees," December 27, 2019
<https://chcoc.gov/content/paid-parental-leave-federal-employees>
- b. National Defense Authorization Act of 2020
<https://www.congress.gov/bill/116th-congress/senate-bill/1790/text>

BACKGROUND/INTENT: OPM has issued the attached memorandum (reference (a)), to inform Federal Departments and Agencies of forthcoming guidance on the Federal Employee Paid Leave Act, signed into law through the National Defense Authorization Act of 2020 (reference b). The new law applies to leave taken in connection with a birth, adoption, or foster care placement of a child occurring on or after October 1, 2020, for employees covered by the Family and Medical Leave Act provisions applicable to Federal civilian employees. Questions should be directed through your chain of command for resolution.

POINT OF CONTACT: Ms. Melissa Lalonde, Associate Director, Employment and Compensation, 571-372-1557 or Melissa.a.lalonde.civ@mail.mil.

Attachment:

As stated