



United States Department of Agriculture

Departmental
Administration

Office of the
Assistant Secretary
for Administration

Office of Human
Resources
Management

1400 Independence
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Washington, DC
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DATE: April 14, 2022

TO: Mission Area Chief Operating Officers and Staff Office Equivalents
Mission Area Chief Human Capital Officers

FROM: Anita R. Adkins
Acting Chief Human Capital Officer

SUBJECT: Parental Bereavement Leave

This memorandum provides guidance on parental bereavement leave, a new paid leave established by the National Defense Authorization Act for Fiscal Year 2022 (see section 1111 of [Public Law 117-81](#), December 27, 2021, codified under [5 U.S.C. 6329d](#)). Under 5 U.S.C. 6329d, covered Federal employees are entitled to 2 workweeks of parental bereavement leave in connection with the death of an employee's qualifying child. This new provision became effective on December 27, 2021.

For additional information see the Office of Personnel Management [CPM 2022-8](#), 5 U.S.C. 6329d, and Attachment: Frequently Asked Questions for Parental Bereavement Leave.

If you have any questions about this memorandum, please contact Allen Hatcher, USDA Acting Deputy Chief Human Capital Officer, at allen.hatcher@usda.gov or (703) 457-7760, or Lisa Swenka, Compensation and Leave Policy, at lisa.swenka@usda.gov or (202) 731-7958.

Attachment (1): Frequently Asked Questions for Parental Bereavement Leave