



May 24, 2020

The Honorable Gerald E. Connolly
United States House of Representatives
Washington, D.C. 20510

Dear Rep. Connolly:

The DOJ Gender Equality Network (DOJ GEN) wants to express our deep gratitude for your efforts to provide paid parental leave to federal employees welcoming a child between the time the Federal Employee Paid Leave Act (FEPLA) was signed into law and its implementation date on October 1, 2020. We believe that Congress can and should prevent the unfair situation where an employee who has a child on September 30, 2020 will not receive any paid leave, while a colleague who has a child one day later will receive 12 weeks of paid leave.

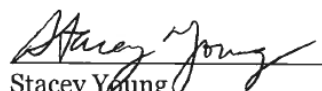
DOJ GEN is an employee group at the U.S. Department of Justice.¹ Our more than 550 members advocate for policies and practices that enhance workplace equality, and promoting equitable family leave is one of our top priorities. We were among the groups calling on Congress to include the FEPLA provision in the National Defense Authorization Act and were so glad to see it happen.

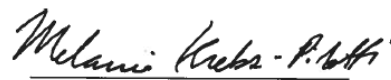
Immediately after the NDAA became law, we began urging DOJ's Justice Management Division (JMD) to close the implementation gap. In January, seven of our members who are expecting children before October 1 and members of DOJ GEN board met with JMD leadership, where we presented carefully researched suggestions for how DOJ could close the gap, or at least mitigate its impact, including providing for retroactive leave reinstatement for those parents who welcomed their children earlier this year. We have enclosed the materials we presented to JMD, including our proposals as well as descriptions by 36 of our members of how the absence of paid family leave has affected them.

Since our meeting, we believe that the demands the COVID-19 crisis has put on JMD and other agencies have prevented them from focusing on this issue; time is of the essence for the new and soon-to-be new parents affected, and we hope that Congress can help push this forward.

If there is any way DOJ GEN and its members can assist you in your ongoing efforts to close the implementation gap, please do not hesitate to ask. You can reach us at dojgenderequalitynetwork.org. We hope the materials are helpful and look forward to hearing from you.

Respectfully,


Stacey Young
DOJ GEN President


Melanie Krebs-Pilotti
DOJ GEN Vice-President

¹ DOJ GEN does not speak on behalf of the U.S. Department of Justice or the administration.