February 19, 2020

Mr. George ‘Sonny’ Perdue
Secretary
U.S. Department of Agriculture
219A Whitten Building
1400 Independence Ave, SW
Washington, DC 20250

Dear Secretary Perdue,

We are writing you to request that your Department provide meaningful assistance for federal employees who will go on parental leave in 2020, before paid parental leave takes effect.

As you are aware, the National Defense Authorization Act for Fiscal Year 2020 was signed into law and for the first time, includes paid parental leave for federal employees. The implementation date for creating this program is October 1st, 2020.

While the October implementation date provides agencies with time to establish parental leave, those who are starting their families before then will not benefit from this policy change. Families will be forced to make great sacrifices that, only a few months later, their fellow colleagues will not have to make. By providing leave or assistance programs for those who fall between the January and September 2020 timeline, your agency will ensure that employees receive fair and equitable treatment, which will support healthy families.

We have heard from workers within your Department who will need to go on leave sometime in 2020 before parental leave is scheduled to start. They have shared with us their plans to have their spouse terminate their employment, cash out their retirement savings to pay for extra assistance, or take other drastic steps for their family. Paid parental leave is the right thing to do and will make the federal government more competitive with private sector employers offering this benefit.

It is our hope that you will be able to find a way to assist your employees who need to take parental leave in 2020.

Cindy Axne  
Member of Congress

Peter King  
Member of Congress

Sean Casten  
Member of Congress

Don Bacon  
Member of Congress
Mr. Mark Esper  
Secretary  
U.S. Department of Defense  
1300 Defense Pentagon  
Washington, DC 20301-1300

Dear Secretary Esper,

We are writing you to request that your Department provide meaningful assistance for federal employees who will go on parental leave in 2020, before paid parental leave takes effect.

As you are aware, the National Defense Authorization Act for Fiscal Year 2020 was signed into law and for the first time, includes paid parental leave for federal employees. The implementation date for creating this program is October 1st, 2020.

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Cindy Axne  
Member of Congress  

Peter King  
Member of Congress  

Sean Casten  
Member of Congress  

Don Bacon  
Member of Congress
February 19, 2020

Mr. Robert Wilkie  
Secretary  
U.S. Department of Veterans Affairs  
810 Vermont Ave, NW  
Washington, DC 20420

Dear Secretary Wilkie,

We are writing you to request that your Department provide meaningful assistance for federal employees who will go on parental leave in 2020, before paid parental leave takes effect.

As you are aware, the National Defense Authorization Act for Fiscal Year 2020 was signed into law and for the first time, includes paid parental leave for federal employees. The implementation date for creating this program is October 1st, 2020.

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Peter King  
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Sean Casten  
Member of Congress  
February 19, 2020

Don Bacon  
Member of Congress
February 19, 2020

Mr. Jonathan Blyth  
Director of Intergovernmental Affairs  
Office of Personnel Management  
1900 E Street, NW  
Washington, DC 20415

Dear Mr. Blyth,

We are writing you to request that your Department provide meaningful assistance for federal employees who will go on parental leave in 2020, before paid parental leave takes effect.

As you are aware, the National Defense Authorization Act for Fiscal Year 2020 was signed into law and for the first time, includes paid parental leave for federal employees. The implementation date for creating this program is October 1st, 2020.

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Peter King  
Member of Congress

Sean Casten  
Member of Congress

Don Bacon  
Member of Congress
February 19, 2020

Mr. Alex Azar  
Secretary  
U.S. Department of Health and Human Services  
Hubert Humphrey Building, Room 416 G  
200 Independence Ave, SW  
Washington, DC 20001

Dear Secretary Azar,

We are writing you to request that your Department provide meaningful assistance for federal employees who will go on parental leave in 2020, before paid parental leave takes effect.

As you are aware, the National Defense Authorization Act for Fiscal Year 2020 was signed into law and for the first time, includes paid parental leave for federal employees. The implementation date for creating this program is October 1st, 2020.

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