



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Thursday, January 14, 2021  
CPM 2021-07

**MEMORANDUM FOR: HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES**

FROM: MICHAEL J. RIGAS, ACTING DIRECTOR

Subject: Technical Amendments Related to Family and Medical Leave and Paid Parental Leave under Section 1103 of the National Defense Authorization Act for Fiscal Year 2021

Technical Amendments Related to Family and Medical Leave and Paid Parental Leave under Section 1103 of the National Defense Authorization Act for Fiscal Year 2021

This memorandum provides information on the technical amendments in section 1103 of the William M. (Mac) Thornberry National Defense Authorization Act for Fiscal Year 2021 (Public Law 116-283, FY 2021 NDAA), which was enacted on January 1, 2021. Those technical amendments related to Family and Medical Leave Act (FMLA) leave, including paid parental leave.

The technical amendments included provisions addressing the coverage of certain categories of employees under agency-administered FMLA leave (including paid parental leave) programs. Affected executive branch employees include employees of the Federal Aviation Administration, employees of the Transportation Security Administration, employees in the Executive Office of the President, and employees of the Department of Veterans Affairs covered by a title 38 leave system.

The technical amendments also included some changes to the title 5 FMLA provisions. A summary of those technical amendments is provided in the attachment to this memorandum.

**Additional Information**

Agency headquarters-level human resources offices may contact OPM at [pay-leave-policy@opm.gov](mailto:pay-leave-policy@opm.gov). Employees should contact their agency human resources office for further information on this memorandum.

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, and Human Resources Directors

Attachment: [Summary of Title 5 Technical Amendments Made by the Paid Parental Leave Technical Corrections Act of 2020 \(Section 1103 of the FY 2021 NDAA, Public Law 116-283\)](#)