



**An Bille um Shaoire Mhéala do Thuismitheoirí (Leasú),
2019**
Parental Bereavement Leave (Amendment) Bill 2019

Meabhrán Mínitheach
Explanatory Memorandum



**AN BILLE UM SHAOIRE MHÉALA DO THUISMITHEOIRÍ
(LEASÚ), 2019
PARENTAL BEREAVEMENT LEAVE (AMENDMENT) BILL 2019**

EXPLANATORY MEMORANDUM

Introduction

The principle purpose of this Bill is to amend the Parental Leave Acts 1998 and 2006 to make provision for an entitlement to bereavement leave to an employee who have been bereaved of a child.

Main provisions:

Section 1 – Interpretation

Section 1 outlines the use of certain terms throughout this Bill

Section 2 – Amendment of section 2 of the Principal Act

Section 2 amends the Principal Act, in this instance the Parental Leave Act 1998 by inserting ‘parental bereavement leave’.

Section 3 – Entitlement to parental bereavement leave

Section 3 outlines the conditions whereby an employee is entitled to bereavement leave. This section define as a child as a person under the age of 18. Parental bereavement leave is for a period of not less than 10 working days and shall be taken before the end of a period of 42 days of a child’s death, with day 1 of the said 42 days being the day of the child’s death.

This section also includes a stillborn child born after 24 weeks of pregnancy.

Section 4 – Amendment of section 14 of the Principal Act (Protection of employment rights)

Section 4 stipulates that parental bereavement leave will not impact on the rights and entitlements of an employee and shall be treated as part of any other leave to which the employee concerned is entitled to.

Section 5 – Regulations

Section 5 states that the Minister may make regulations for the general purpose of this Act and that every regulation under this Act shall be laid before each House of the Oireachtas. Regulations under this Act may include incidental, supplementary and consequential provisions that the Minister regards as necessary or expedient for the purposes of the regulations.

Section 6 – Short title and citation

Section 6 provides for the short title, construction, collective citation and commencement of the Act.

Deputy Anne Rabbitte

Márta, 2019.