

House Resolution 1048

By: Representatives Schofield of the 63rd, Scott of the 76th, Davis of the 87th, and McClain of the 109th

A RESOLUTION

- 1 Urging the introduction, consideration, and adoption of the Georgia Bereaved Parents and
2 Family Support Act of 2026 to provide job-protected bereavement leave for parents who
3 experience the death of a child; and for other purposes.
- 4 WHEREAS, the death of a child is among the most devastating and life-altering experiences
5 a parent or family can endure, resulting in profound and lasting emotional, psychological,
6 and physical impacts; and
- 7 WHEREAS, existing bereavement leave practices in Georgia are often limited, inconsistent,
8 or insufficient, frequently requiring grieving parents to return to work before they are
9 emotionally or mentally prepared; and
- 10 WHEREAS, the General Assembly recognizes that workplace policies grounded in equity,
11 dignity, and compassion strengthen families, improve workforce stability, and support
12 long-term community well-being; and
- 13 WHEREAS, employers commonly provide extended leave for maternity, paternity, or
14 parental bonding, reflecting an understanding that major family life events require

15 meaningful recovery time, and similar consideration should be afforded to parents grieving
16 the loss of a child; and

17 WHEREAS, legislative models from other states demonstrate that job-protected bereavement
18 leave can be implemented responsibly without mandating paid leave and without imposing
19 undue burden on employers, while improving employee retention and mental health
20 outcomes; and

21 WHEREAS, allowing the use of accrued paid leave while maintaining job protection respects
22 both the needs of bereaved families and the operational realities of employers; and

23 WHEREAS, the General Assembly recognizes that providing up to two weeks of
24 job-protected paid bereavement leave following the death of an immediate family member,
25 including a child or parent and including loss resulting from violent or criminal acts, supports
26 workforce stability, reduces lost wages and productivity disruptions, mitigates long-term
27 mental and physical health costs, enables affected individuals to participate fully in law
28 enforcement and judicial processes, and promotes a safe, timely, and productive return to
29 employment while respecting employer flexibility and economic realities; and

30 WHEREAS, Georgia has the opportunity to lead with compassion by establishing a humane
31 and consistent framework that recognizes the unique and lifelong impact of child loss on
32 parents and families.

33 NOW, THEREFORE, BE IT RESOLVED BY THE HOUSE OF REPRESENTATIVES that
34 the members of this body urge the introduction and adoption of legislation to be known as
35 the Georgia Bereaved Parents and Family Support Act of 2026, that would provide up to six
36 weeks of job-protected bereavement leave for parents who experience the death of a child;

37 limit bereavement leave to no more than two weeks per deceased family member, with a
38 maximum of four weeks total, ensuring balanced and equitable application; apply to
39 employers with twenty-five or more employees, aligning with existing employment
40 thresholds; not require paid leave, while permitting employees to use accrued paid leave,
41 vacation, sick leave, or other available leave during the bereavement period; include job
42 protection and anti-retaliation provisions, ensuring employees may return to the same or an
43 equivalent position without adverse employment action; and center the unique, lifelong
44 impact of child loss, affirming Georgia's commitment to dignity, compassion, and support
45 for working families.

46 BE IT FURTHER RESOLVED that the Clerk of the House of Representatives is authorized
47 and directed to make appropriate copies of this resolution available for distribution to the
48 Governor of Georgia, the Lieutenant Governor, the Speaker of the House, and the chairs of
49 the appropriate House and Senate committees for consideration during the 2026 legislative
50 session.