



Office of Human Resources and Administration
Worklife and Benefits Service (058)

Fact Sheet – FUNERAL LEAVE

Purpose: To excuse absence from duty without loss or reduction in pay or leave to make arrangements for, or attend the funeral services of an immediate relative of, an employee who dies as a result of an injury, disease, or wounds incurred while serving as a member of the Armed Forces in a combat zone. Armed Forces means the United States Army, Navy, Air Force, Marine Corps, and Coast Guard.

Maximum Authorized: Up to 3 workdays

Combat Zone Definition/Stipulations: A combat zone is any area the President of the United States designates by Executive Order as an area in which the U.S. Armed Forces are engaging or have engaged in combat. An area usually becomes a combat zone and ceases to be a combat zone on the date the President designates by Executive Order. VA will also grant excused absence without charge to leave or loss of pay to attend the funeral of an immediate family member who while serving in the Armed Forces died as the result of wounds, disease or injury incurred in the line of duty. Normally, the amount of this excused absence will be limited to a maximum of 8 hours. Under unusual circumstances, however, additional excused absence as considered reasonable may be granted. It may be appropriate to approve excused absence when a member of the Armed Forces is killed in the line of duty when not in a combat zone.

Immediate Relatives:

- Spouse and parents thereof;
- Children including adopted children, and spouses thereof;
- Parents;
- Brothers and sisters, and spouses thereof; and
- Any individual related by blood or affinity whose close association is the equivalent of a family relationship.

References:

5 U.S.C. 6326
5 CFR Part 630.801-630.804
VA Handbook 5011, Part III, Ch. 2, Ch. 3