

60L-34.00421 Paid Parental Leave Following the Birth or Adoption of a Child.

(1) Paid parental leave following the birth or adoption of a child counts as hours of pay but does not count as hours of work for overtime purposes.

(2) Approval of paid parental leave following the birth or adoption of a child under subsection (3) of this rule is limited to an amount necessary to bring the employee to full pay for the number of scheduled hours of work in the workweek, extended work period, or regular work period for excluded employees. In no case shall the approval of this paid leave cause the employee to exceed scheduled hours during the workweek, extended work period, or regular work period for excluded employees.

(3) An agency shall provide paid parental leave for the following:

(a) Maternity Leave: Leave granted for absences from the workplace for an employee's recovery period immediately following childbirth, which shall have the meaning of the defined term set forth in section 382.002(12), F.S. Such leave shall be granted for a period of up to seven consecutive calendar weeks, which begins on the first full calendar day following a documented birth.

(b) Care and Bonding Leave: Leave granted for an absence from the workplace following a documented birth or adoption of an employee's child to care for and bond with the child. The documentation shall identify the employee as a legal parent to the child. Such leave shall be granted for a period of up to two weeks within one year following the birth or adoption and may be granted on an intermittent basis.

(4) To qualify for paid parental leave benefits under subsection (3) of this rule, an employee shall have within the State Personnel System:

(a) At least one year of cumulative service within the last seven years; and

(b) A minimum of 1,250 hours worked in the 12-month period preceding the first date of leave.

(c) Part-time employees must meet the requirements of this subsection to qualify. If qualified, the benefit will be prorated based on the number of regularly scheduled hours of work in the workweek or work period.

Rulemaking Authority 110.1055, 110.1552, 110.201, 110.219(5), 110.403, 110.605 FS. Law Implemented 110.1522, 110.219, 110.403, 110.605 FS. History—New 12-11-23.