

1                                   A bill to be entitled  
 2           An act relating to paid parental leave; amending s.  
 3           110.221, F.S.; defining the term "paid parental  
 4           leave"; requiring the state to provide paid parental  
 5           leave to certain employees for a specified time  
 6           period; prohibiting the state from requiring that an  
 7           employee use his or her annual or sick leave for paid  
 8           parental leave; providing that the employee is  
 9           entitled to accumulate specified benefits during such  
 10          leave; prohibiting the state from refusing to grant  
 11          such leave; providing an effective date.

12  
 13 Be It Enacted by the Legislature of the State of Florida:

14  
 15           Section 1. Section 110.221, Florida Statutes, is amended  
 16 to read:

17           110.221 Parental or family medical leave.—

18           (1) As used in this section, the term:

19           (a) "Family" means a child, parent, or spouse.

20           (b) ~~and the term~~ "Family medical leave" means leave  
 21 requested by an employee for a serious family illness including  
 22 an accident, disease, or condition that poses imminent danger of  
 23 death, requires hospitalization involving an organ transplant,  
 24 limb amputation, or other procedure of similar severity, or any  
 25 mental or physical condition that requires constant in-home

26 care.

27 (c) "Paid parental leave" means fully paid leave for the  
28 father or mother of a child who is born or adopted by that  
29 parent.

30 (d) ~~The term~~ "Parental leave" means leave for the father  
31 or mother of a child who is born to or adopted by that parent.

32 (2) The state shall provide 12 weeks of paid parental  
33 leave to a career service employee following the birth or  
34 adoption of a child by the employee. The state may not require  
35 such employee to use his or her annual leave or sick leave  
36 during the initial 12-week period. The employee is entitled to  
37 accumulate all benefits granted under paid leave status.

38 (3)~~(2)~~ The state may ~~shall~~ not:

39 (a) Terminate the employment of any employee in the career  
40 service because of the pregnancy of the employee or the  
41 employee's spouse or the adoption of a child by that employee.

42 (b) Refuse to grant to a career service employee:

43 1. Paid parental leave; or

44 2. Parental or family medical leave without pay for a  
45 period not to exceed 6 months. Such leave shall commence on a  
46 date that is determined by the employee in consultation with the  
47 attending physician following notification to the employer in  
48 writing, and that is approved by the employer.

49 (c) Deny a career service employee the use of and payment  
50 for annual leave credits for parental or family medical leave.

51 Such leave shall commence on a date determined by the employee  
52 in consultation with the attending physician following  
53 notification to the employer in writing.

54 (d) Deny a career service employee the use of and payment  
55 for accrued sick leave or family sick leave for any reason  
56 deemed necessary by a physician or as established by policy.

57 (e) Require that a career service employee take a  
58 mandatory parental or family medical leave.

59 (4)~~(3)~~ Upon returning at the end of parental or family  
60 medical leave of absence, such employee shall be reinstated to  
61 the same job or to an equivalent position with equivalent pay  
62 and with seniority, retirement, fringe benefits, and other  
63 service credits accumulated prior to the leave period. If any  
64 portion of the parental or family medical leave is paid leave,  
65 the employee shall be entitled to accumulate all benefits  
66 granted under paid leave status.

67 Section 2. This act shall take effect July 1, 2024.