Families First Act – Paid Parental Leave

WHAT IS IT?
- Up to 8 weeks of Paid Parental Leave (PPL) due to the birth of adoption of a child to care for and bond with a newborn or newly adopted child. PPL is separate from your accrued paid leave (SIC and VAC).

WHO CAN USE IT?
- Eligible State of Idaho employees.
- Employees must meet the following criteria:
  - Employed with the State of Idaho for at least 12 months during the past 7 years (the 12 months do not need to be consecutive); AND,
  - Worked at least 1,250 hours during the 12 consecutive months immediately preceding the date of the birth or adoption; AND,
  - Work more than 20 hours per week and be expected to be employed for more than 5 months.
- Employees must also meet one of the following criteria:
  - Be a new parent by childbirth; OR
  - Be the new adoptive parent of a child under the age of 18; OR
  - Be a parent of a child born by a surrogate mother; OR
  - Be an individual seeking to adopt a child after the birth of that child, but the adoption has not yet been finalized.

HOW MUCH LEAVE DO I GET?
- Eligible employees will receive a maximum of 8 weeks (320 hours for full-time employees) of paid parental leave for the birth or adoption of a child that must be used within 12 weeks after the birth or adoption of a child.
- Paid Parental Leave shall run concurrently with Family and Medical Leave Act (FMLA) leave, as applicable.
- Employees working less than full-time will receive a pro-rated portion of Paid Parental Leave corresponding to the percentage of hours they are normally scheduled to work.
- An employee may not receive more than 8 weeks of paid parental leave in a rolling 12-month period. Multiple births or adoptions do not increase the length of paid parental leave.

HOW DO I APPLY?
- Contact Idaho Military Division State HRO for application forms and instructions on how to apply.