

The answers in these FAQs are intended to provide guidance to Executive Branch agencies in the State of Georgia.

Amendments to the state law governing paid parental leave for eligible state employees become effective July 1, 2024.

Paid parental leave can be taken based on a qualifying event that occurs prior to July 1, 2024, but all leave must be taken in the 12-month period following the initial qualifying event. Even if an employee has taken 120 hours of paid parental leave for a qualifying event that occurred prior to July 1, 2024, the employee is eligible for additional leave, up to 120 hours, as of July 1, 2024, if the time can be taken prior to the expiration of the applicable 12-month period.

Rule 16 includes the following provision:

If an employee eligible for paid parental leave is also eligible for leave under the federal Family and Medical Leave Act (FMLA) (see Rule 478-1-.23, *Family and Medical Leave*), an agency may, by written policy, require paid parental leave to run concurrently with FMLA leave.

If the agency adopts such a policy, and the employee is eligible for FMLA leave at the time PPL begins, the total of PPL and FMLA leave could not exceed 12 weeks. However, because an employee is eligible for PPL before he or she becomes eligible for FMLA leave, a new employee who takes PPL prior to becoming eligible for FMLA leave may be entitled to as much as 18 weeks.



Paid parental leave, whether taken in a continuous block or on an intermittent or reduced-schedule basis, must be taken within 12 months of the initial qualifying event.

No. The state law does not provide that leave for hourly employees must be prorated. All eligible employees may use up to 240 hours of PPL.

The State's short-term disability provider has indicated that an employee cannot be paid for short-term disability and PPL at the same time. See Appendix A on the following page which contains a memo from the State's short-term disability provider.

The Paid Parental Leave law does not specify what activities are included in "placement of a minor child for adoption with an eligible employee" or "placement of a minor child for foster care with an eligible employee"; therefore, an agency must use its discretion in determining whether an activity will be an approved use of PPL. Such determinations should be made in consultation with legal counsel and applied consistently.

