

**Union Proposal #17  
Paid Family Leave**

**April 6, 2021**

ARTICLE 14: LEAVES OF ABSENCE  
SECTION 2: LEAVES WITH PAY

**P. Paid Family Leave**

1. **Length of Leave.** Paid family leave (PFL) shall be granted to eligible state employees up to a total of 160 hours in a year, prorated for employees working less than full time.
2. **Eligibility.** Employees are eligible if they meet eligibility criteria for Family and Medical Leave Act (“FMLA”) leave, which generally means the employee has been employed by the Employer for twelve (12) months and has worked at least 1,250 hours during the year immediately preceding the leave. Leave is available to employees who experience the following qualifying events, but not limited to:
  - a. Qualifying bonding, family care, pregnancy, serious health condition, qualifying exigency, or safety leave events.
3. **Use.** PFL is available to employees to use in place of the use of sick leave as described under Article 12, Section 3.B. Employees using PFL may use it prior to the use of sick leave. PFL not used within the year may not be carried over or cashed out.
4. **Interaction with Other Leaves.** PFL will run concurrently with any unpaid leave(s) that employees may be entitled to under other provisions of this Agreement or provided by law. Employees shall not receive other types of paid leave provided by this Agreement (e.g., sick, vacation, compensatory time) for hours for which they are receiving PFL.