Florida House of Representatives - 2000 HB 2081 By Representatives Littlefield, Feeney and Roberts

1A bill to be entitled2An act relating to adoption benefits for state3employees; creating s. 110.152, F.S.; providing4a monetary benefit for a state employee who5adopts a child or a special needs child;6defining "special needs child" for purposes of7the act; providing procedure; providing for8eligibility for parental leave; providing9conditions of such leave; amending s. 110.221,10F.S.; clarifying provisions with respect to11commencement of parental leave; providing12conforming provisions; providing an effective13date.1415Be It Enacted by the Legislature of the State of Florida:1617Section 1. Section 110.152, Florida Statutes, is181910.152Adoption benefits for state employees;1910.152Adoption benefits for state employees;1011121314151617181910.15210.1521011121314151617181910.1521010111112131415151617181910.152 <t< th=""><th></th><th></th></t<>		
<pre>3 employees; creating s. 110.152, F.S.; providing 4 a monetary benefit for a state employee who 5 adopts a child or a special needs child; 6 defining "special needs child" for purposes of 7 the act; providing procedure; providing for 8 eligibility for parental leave; providing 9 conditions of such leave; amending s. 110.221, 10 F.S.; clarifying provisions with respect to 11 commencement of parental leave; providing 12 conforming provisions; providing an effective 13 date. 14 15 Be It Enacted by the Legislature of the State of Florida: 16 Section 1. Section 110.152, Florida Statutes, is 17 created to read: 19 110.152 Adoption benefits for state employees; 10 parental leave 21 (1)(a) Any employee of the state who adopts a special 22 needs child, as defined in paragraph (b), shall be entitled to 23 a monetary benefit in the amount of \$10,000. Any employee of 24 the state who adopts a child, other than a special needs child 25 a defined in paragraph (b), shall be entitled to 26 a monetary benefit in the section, a "special needs 28 child" is a child whose permanent custody has been awarded to 29 the Department of Children and Family Services or to a 20 licensed child-placing agency and is not likely to be adopted 27 the state who adopted of the state value of t</pre>	1	A bill to be entitled
4 a monetary benefit for a state employee who 5 adopts a child or a special needs child; 6 defining "special needs child" for purposes of 7 the act; providing procedure; providing for 8 eligibility for parental leave; providing 9 conditions of such leave; amending s. 110.221, 10 F.S.; clarifying provisions with respect to 11 commencement of parental leave; providing 12 conforming provisions; providing an effective 13 date. 14 15 Be It Enacted by the Legislature of the State of Florida: 16 17 section 1. Section 110.152, Florida Statutes, is 18 created to read: 110.152 Adoption benefits for state employees; 20 parental leave 21 (1)(a) Any employee of the state who adopts a special needs child, as defined in paragraph (b), shall be entitled to 23 a defined in paragraph (b), shall be entitled to 24 the state who adopts a child, other than a special needs child 25 as defined in paragraph (b), shall be entitled to 26 benefit of \$5,000. 27 (b) For purposes of this section, a "special needs 28 child" is a child whose permanent custody has been awarded to 29 the Department of Children and Family Services or to a 30 licensed child-placing agency and is not likely to be adopted	2	An act relating to adoption benefits for state
adopts a child or a special needs child; defining "special needs child" for purposes of the act; providing procedure; providing for eligibility for parental leave; providing conditions of such leave; amending s. 110.221, F.S.; clarifying provisions with respect to commencement of parental leave; providing conforming provisions; providing an effective date. Be It Enacted by the Legislature of the State of Florida: Section 1. Section 110.152, Florida Statutes, is created to read: <u>110.152</u> Adoption benefits for state employees; <u>parental leave</u> (1)(a) Any employee of the state who adopts a special needs child, as defined in paragraph (b), shall be entitled to a monetary benefit in the amount of \$10,000. Any employee of the state who adopts a child, other than a special needs child as defined in paragraph (b), shall be entitled to a defined in paragraph (b), shall be entitled to the state who adopts a child, other than a special needs child as defined in paragraph (b), shall be entitled to the state who adopts of this section, a "special needs child" is a child whose permanent custody has been awarded to the Department of Children and Family Services or to a licensed child-placing agency and is not likely to be adopted	3	employees; creating s. 110.152, F.S.; providing
 defining "special needs child" for purposes of the act; providing procedure; providing for eligibility for parental leave; providing conditions of such leave; amending s. 110.221, F.S.; clarifying provisions with respect to commencement of parental leave; providing conforming provisions; providing an effective date. Be It Enacted by the Legislature of the State of Florida: section 1. Section 110.152, Florida Statutes, is created to read: <u>110.152</u> Adoption benefits for state employees; <u>parental leave</u> (1)(a) Any employee of the state who adopts a special needs child, as defined in paragraph (b), shall be entitled to a monetary benefit in the amount of \$10,000. Any employee of the state who adopts a child, other than a special needs child as defined in paragraph (b), shall be entitled to a defined in paragraph (b), shall be entitled to a defined in paragraph (b), shall be entitled to a defined in paragraph (b), shall be entitled to a defined in paragraph (b), shall be entitled to a defined in paragraph (b), shall be entitled to a defined in paragraph (b), shall be entitled to a defined in paragraph (b), shall be entitled to a defined in paragraph (b), shall be entitled to a defined in paragraph (b), shall be entitled to a defined in paragraph (b), shall be entitled to a defined in paragraph (b), shall be entitled to a defined in paragraph (b), shall be entitled to a defined in paragraph (b), shall be entitled to benefit of \$5,000. (b) For purposes of this section, a "special needs child" is a child whose permanent custody has been awarded to the Department of Children and Family Services or to a licensed child-placing agency and is not likely to be adopted 	4	a monetary benefit for a state employee who
<pre>7 the act; providing procedure; providing for 8 eligibility for parental leave; providing 9 conditions of such leave; amending s. 110.221, 10 F.S.; clarifying provisions with respect to 11 commencement of parental leave; providing 12 conforming provisions; providing an effective 13 date. 14 15 Be It Enacted by the Legislature of the State of Florida: 16 17 Section 1. Section 110.152, Florida Statutes, is 18 created to read: 19 110.152 Adoption benefits for state employees; 20 parental leave 21 (1)(a) Any employee of the state who adopts a special 22 needs child, as defined in paragraph (b), shall be entitled to 23 a monetary benefit in the amount of \$10,000. Any employee of 24 the state who adopts a child, other than a special needs child 25 as defined in paragraph (b), shall be entitled to a monetary 26 benefit of \$5,000. 27 (b) For purposes of this section, a "special needs 28 child" is a child whose permanent custody has been awarded to 29 the Department of Children and Family Services or to a 20 licensed child-placing agency and is not likely to be adopted 24 child-placing agency and is not likely to be adopted 25 child-placing agency and is not likely to be adopted 26 child-placing agency and is not likely to be adopted 27 child-placing agency and is not likely to be adopted 28 child-placing agency and is not likely to be adopted 29 child-place adopted 20 child-place adopted 20 child-place adopted 20 child-place adopted 21 child-place adopted 22 child-place adopted 23 child is a child whose permanent custody has been awarded to 24 child-place adopted adopted 25 child-place adopted adopted 26 child-place adopted adopted 27 child-place adopted adopted 28 child-place adopted adopted adopted 29 child-place adopted 20 child-place adopted 20 child-place adopted 20 child-place adopted 21 child-place adopted 22 child-place adopted 23 child addeplace adopted 24 child-place adopted 25 child-place adopted 26 child-place adopted 27 child-place adopted 28 child-place adopted 29 child-place adopted 20 child-plac</pre>	5	adopts a child or a special needs child;
<pre>8 eligibility for parental leave; providing 9 conditions of such leave; amending s. 110.221, 10 F.S.; clarifying provisions with respect to 11 commencement of parental leave; providing 12 conforming provisions; providing an effective 13 date. 14 15 Be It Enacted by the Legislature of the State of Florida: 16 17 Section 1. Section 110.152, Florida Statutes, is 18 created to read: 19 110.152 Adoption benefits for state employees; 20 parental leave 21 (1)(a) Any employee of the state who adopts a special 22 needs child, as defined in paragraph (b), shall be entitled to 23 a monetary benefit in the amount of \$10,000. Any employee of 24 the state who adopts a child, other than a special needs child 25 as defined in paragraph (b), shall be entitled to a monetary 26 benefit of \$5,000. 27 (b) For purposes of this section, a "special needs 28 child" is a child whose permanent custody has been awarded to 29 the Department of Children and Family Services or to a 30 licensed child-placing agency and is not likely to be adopted 31 32 conformation 34 the state who adopts a state of \$10,000 for \$10,00</pre>	6	defining "special needs child" for purposes of
<pre>9 conditions of such leave; amending s. 110.221, 10 F.S.; clarifying provisions with respect to 11 commencement of parental leave; providing 12 conforming provisions; providing an effective 13 date. 14 15 Be It Enacted by the Legislature of the State of Florida: 16 17 Section 1. Section 110.152, Florida Statutes, is 18 created to read: 19 <u>110.152</u> Adoption benefits for state employees; 20 parental leave 21 (1)(a) Any employee of the state who adopts a special 22 needs child, as defined in paragraph (b), shall be entitled to 23 a monetary benefit in the amount of \$10,000. Any employee of 24 the state who adopts a child, other than a special needs child 25 as defined in paragraph (b), shall be entitled to a monetary 26 benefit of \$5,000. 27 (b) For purposes of this section, a "special needs 28 child" is a child whose permanent custody has been awarded to 29 the Department of Children and Family Services or to a 30 licensed child-placing agency and is not likely to be adopted</pre>	7	the act; providing procedure; providing for
10 F.S.; clarifying provisions with respect to 11 commencement of parental leave; providing 12 conforming provisions; providing an effective 13 date. 14 15 Be It Enacted by the Legislature of the State of Florida: 16 17 Section 1. Section 110.152, Florida Statutes, is 18 created to read: 19 <u>110.152 Adoption benefits for state employees;</u> 19 <u>parental leave</u> 21 (1)(a) Any employee of the state who adopts a special 22 needs child, as defined in paragraph (b), shall be entitled to 23 a monetary benefit in the amount of \$10,000. Any employee of 24 the state who adopts a child, other than a special needs child 25 as defined in paragraph (b), shall be entitled to a monetary 26 <u>benefit of \$5,000.</u> 27 (b) For purposes of this section, a "special needs 28 child" is a child whose permanent custody has been awarded to 29 the Department of Children and Family Services or to a 30 licensed child-placing agency and is not likely to be adopted	8	eligibility for parental leave; providing
<pre>11 commencement of parental leave; providing 12 conforming provisions; providing an effective 13 date. 14 15 Be It Enacted by the Legislature of the State of Florida: 16 17 Section 1. Section 110.152, Florida Statutes, is 18 created to read: 19 <u>110.152 Adoption benefits for state employees; 19 parental leave 21 (1)(a) Any employee of the state who adopts a special 22 needs child, as defined in paragraph (b), shall be entitled to 23 a monetary benefit in the amount of \$10,000. Any employee of 24 the state who adopts a child, other than a special needs child 25 as defined in paragraph (b), shall be entitled to a monetary 26 benefit of \$5,000. 27 (b) For purposes of this section, a "special needs 28 child" is a child whose permanent custody has been awarded to 29 the Department of Children and Family Services or to a 30 licensed child-placing agency and is not likely to be adopted</u></pre>	9	conditions of such leave; amending s. 110.221,
12conforming provisions; providing an effective13date.1415Be It Enacted by the Legislature of the State of Florida:1617Section 1. Section 110.152, Florida Statutes, is18created to read:19110.152 Adoption benefits for state employees;20parental leave21(1)(a) Any employee of the state who adopts a special22needs child, as defined in paragraph (b), shall be entitled to23a monetary benefit in the amount of \$10,000. Any employee of24the state who adopts a child, other than a special needs child25as defined in paragraph (b), shall be entitled to a monetary26benefit of \$5,000.27(b) For purposes of this section, a "special needs28child" is a child whose permanent custody has been awarded to29the Department of Children and Family Services or to a30licensed child-placing agency and is not likely to be adopted	10	F.S.; clarifying provisions with respect to
13date.1415161717181910.15210.15210.15210.15210.152110.152110.152110.152110.152110.152110.152110.152111.152 <td>11</td> <td>commencement of parental leave; providing</td>	11	commencement of parental leave; providing
14151617Section 1. Section 110.152, Florida Statutes, is18created to read:1910.152 Adoption benefits for state employees;parental leave21(1)(a) Any employee of the state who adopts a specialneeds child, as defined in paragraph (b), shall be entitled to23a monetary benefit in the amount of \$10,000. Any employee of24the state who adopts a child, other than a special needs child25as defined in paragraph (b), shall be entitled to a monetary26benefit of \$5,000.27(b) For purposes of this section, a "special needs28child" is a child whose permanent custody has been awarded to29the Department of Children and Family Services or to a30licensed child-placing agency and is not likely to be adopted	12	conforming provisions; providing an effective
Be It Enacted by the Legislature of the State of Florida: Section 1. Section 110.152, Florida Statutes, is created to read: <u>110.152</u> Adoption benefits for state employees; <u>parental leave</u> <u>1(1)(a)</u> Any employee of the state who adopts a special needs child, as defined in paragraph (b), shall be entitled to a monetary benefit in the amount of \$10,000. Any employee of the state who adopts a child, other than a special needs child as defined in paragraph (b), shall be entitled to a monetary benefit of \$5,000. (b) For purposes of this section, a "special needs child" is a child whose permanent custody has been awarded to the Department of Children and Family Services or to a licensed child-placing agency and is not likely to be adopted	13	date.
16 17 Section 1. Section 110.152, Florida Statutes, is 18 created to read: 19 <u>110.152 Adoption benefits for state employees;</u> 20 <u>parental leave</u> 21 <u>(1)(a) Any employee of the state who adopts a special</u> 22 <u>needs child, as defined in paragraph (b), shall be entitled to</u> 23 <u>a monetary benefit in the amount of \$10,000. Any employee of</u> 24 <u>the state who adopts a child, other than a special needs child</u> 25 <u>as defined in paragraph (b), shall be entitled to a monetary</u> 26 <u>benefit of \$5,000.</u> 27 <u>(b) For purposes of this section, a "special needs</u> 28 <u>child" is a child whose permanent custody has been awarded to</u> 29 <u>the Department of Children and Family Services or to a</u> 30 <u>licensed child-placing agency and is not likely to be adopted</u>	14	
Section 1. Section 110.152, Florida Statutes, is created to read: <u>110.152 Adoption benefits for state employees;</u> <u>parental leave</u> <u>(1)(a) Any employee of the state who adopts a special needs child, as defined in paragraph (b), shall be entitled to a monetary benefit in the amount of \$10,000. Any employee of the state who adopts a child, other than a special needs child as defined in paragraph (b), shall be entitled to a monetary benefit of \$5,000. (b) For purposes of this section, a "special needs child" is a child whose permanent custody has been awarded to the Department of Children and Family Services or to a licensed child-placing agency and is not likely to be adopted</u>	15	Be It Enacted by the Legislature of the State of Florida:
<pre>18 created to read: 19 <u>110.152 Adoption benefits for state employees;</u> 20 <u>parental leave</u> 21 <u>(1)(a) Any employee of the state who adopts a special</u> 22 <u>needs child, as defined in paragraph (b), shall be entitled to</u> 23 <u>a monetary benefit in the amount of \$10,000. Any employee of</u> 24 <u>the state who adopts a child, other than a special needs child</u> 25 <u>as defined in paragraph (b), shall be entitled to a monetary</u> 26 <u>benefit of \$5,000.</u> 27 <u>(b) For purposes of this section, a "special needs</u> 28 <u>child" is a child whose permanent custody has been awarded to</u> 29 <u>the Department of Children and Family Services or to a</u> 30 <u>licensed child-placing agency and is not likely to be adopted</u></pre>	16	
19 <u>110.152 Adoption benefits for state employees;</u> 20 <u>parental leave</u> 21 <u>(1)(a) Any employee of the state who adopts a special</u> 22 <u>needs child, as defined in paragraph (b), shall be entitled to</u> 23 <u>a monetary benefit in the amount of \$10,000. Any employee of</u> 24 <u>the state who adopts a child, other than a special needs child</u> 25 <u>as defined in paragraph (b), shall be entitled to a monetary</u> 26 <u>benefit of \$5,000.</u> 27 <u>(b) For purposes of this section, a "special needs</u> 28 <u>child" is a child whose permanent custody has been awarded to</u> 29 <u>the Department of Children and Family Services or to a</u> 30 <u>licensed child-placing agency and is not likely to be adopted</u>	17	Section 1. Section 110.152, Florida Statutes, is
20 parental leave 21 (1)(a) Any employee of the state who adopts a special 22 needs child, as defined in paragraph (b), shall be entitled to 23 a monetary benefit in the amount of \$10,000. Any employee of 24 the state who adopts a child, other than a special needs child 25 as defined in paragraph (b), shall be entitled to a monetary 26 benefit of \$5,000. 27 (b) For purposes of this section, a "special needs 28 child" is a child whose permanent custody has been awarded to 29 the Department of Children and Family Services or to a 30 licensed child-placing agency and is not likely to be adopted	18	created to read:
21 (1)(a) Any employee of the state who adopts a special 22 needs child, as defined in paragraph (b), shall be entitled to 23 a monetary benefit in the amount of \$10,000. Any employee of 24 the state who adopts a child, other than a special needs child 25 as defined in paragraph (b), shall be entitled to a monetary 26 benefit of \$5,000. 27 (b) For purposes of this section, a "special needs 28 child" is a child whose permanent custody has been awarded to 29 the Department of Children and Family Services or to a 30 licensed child-placing agency and is not likely to be adopted	19	110.152 Adoption benefits for state employees;
needs child, as defined in paragraph (b), shall be entitled to a monetary benefit in the amount of \$10,000. Any employee of the state who adopts a child, other than a special needs child as defined in paragraph (b), shall be entitled to a monetary benefit of \$5,000. (b) For purposes of this section, a "special needs child" is a child whose permanent custody has been awarded to the Department of Children and Family Services or to a licensed child-placing agency and is not likely to be adopted	20	parental leave
23 a monetary benefit in the amount of \$10,000. Any employee of 24 the state who adopts a child, other than a special needs child 25 as defined in paragraph (b), shall be entitled to a monetary 26 benefit of \$5,000. 27 (b) For purposes of this section, a "special needs 28 child" is a child whose permanent custody has been awarded to 29 the Department of Children and Family Services or to a 30 licensed child-placing agency and is not likely to be adopted	21	(1)(a) Any employee of the state who adopts a special
24 the state who adopts a child, other than a special needs child 25 as defined in paragraph (b), shall be entitled to a monetary 26 benefit of \$5,000. 27 (b) For purposes of this section, a "special needs 28 child" is a child whose permanent custody has been awarded to 29 the Department of Children and Family Services or to a 30 licensed child-placing agency and is not likely to be adopted	22	needs child, as defined in paragraph (b), shall be entitled to
<pre>25 as defined in paragraph (b), shall be entitled to a monetary 26 benefit of \$5,000. 27 (b) For purposes of this section, a "special needs 28 child" is a child whose permanent custody has been awarded to 29 the Department of Children and Family Services or to a 30 licensed child-placing agency and is not likely to be adopted</pre>	23	a monetary benefit in the amount of \$10,000. Any employee of
26 <u>benefit of \$5,000.</u> 27 <u>(b) For purposes of this section, a "special needs</u> 28 <u>child" is a child whose permanent custody has been awarded to</u> 29 <u>the Department of Children and Family Services or to a</u> 30 <u>licensed child-placing agency and is not likely to be adopted</u>	24	the state who adopts a child, other than a special needs child
(b) For purposes of this section, a "special needs child" is a child whose permanent custody has been awarded to the Department of Children and Family Services or to a licensed child-placing agency and is not likely to be adopted	25	as defined in paragraph (b), shall be entitled to a monetary
28 <u>child</u> " is a child whose permanent custody has been awarded to 29 <u>the Department of Children and Family Services or to a</u> 30 <u>licensed child-placing agency and is not likely to be adopted</u>	26	benefit of \$5,000.
29 the Department of Children and Family Services or to a 30 licensed child-placing agency and is not likely to be adopted	27	(b) For purposes of this section, a "special needs
30 licensed child-placing agency and is not likely to be adopted	28	child" is a child whose permanent custody has been awarded to
	29	the Department of Children and Family Services or to a
31 because he or she is:	30	licensed child-placing agency and is not likely to be adopted
	31	because he or she is:

CODING:Words stricken are deletions; words <u>underlined</u> are additions.

1 1. Eight years of age or older. 2 2. A person with a developmental disability. 3 3. A person with a physical or emotional handicap. 4. Of a minority race or of a racially mixed heritage. 4 5 5. A member of a sibling group of any age, provided б two or more members of a sibling group remain together for the 7 purposes of adoption. 8 (2) An employee of the state who adopts a child or a 9 special needs child must apply to his or her agency head to 10 obtain the monetary benefit provided in subsection (1). 11 Applications shall be on forms approved by the department and 12 must include a certified copy of the final order of adoption 13 naming the applicant as the adoptive parent. 14 (3) Nothing in this section shall affect the right of 15 any state employee who adopts a special needs child to receive 16 financial aid for adoption expenses pursuant to s. 409.166 or any other statute which provides financial incentives for the 17 adoption of children. 18 19 (4) Any employee of the state who adopts a child or a 20 special needs child and who is the legal guardian of the adopted child and resides in the same household as the adopted 21 child shall, upon adoption, be granted parental leave for a 22 23 period not to exceed 6 months as provided in s. 110.221. The 24 parental leave shall commence on the first day the child is taken into the custody of the adoptive parent following 25 26 execution of the final order of adoption by a court of 27 competent jurisdiction. Parental leave granted under this 28 section shall be paid leave for the first 6 weeks and unpaid leave for the remainder of the parental leave period. If the 29 employee is a salaried employee, the salary of the employee 30 during the period of parental leave shall be consistent with 31

2

CODING:Words stricken are deletions; words underlined are additions.

1 the employee's normal rate of pay prior to the commencement of 2 parental leave. 3 (5) A state employee who is the adoptive parent of a 4 child or a special needs child and is on parental leave as 5 provided in subsection (4) shall: 6 (a) Remain eligible to receive employer-paid benefits. 7 (b) Continue to accrue paid leave time as if he or she 8 were on active employment status. 9 (c) Be allowed to utilize available sick leave balances in order to receive pay during the unpaid portion of 10 11 the 6-month parental leave period. 12 (d) If receiving disability benefits prior to the 13 adoption, continue to receive disability benefits during the 14 parental leave period for the duration of the disabling condition. However, disability benefits or pay received 15 16 during the first 6 weeks of parental leave shall not be 17 doubled. (e) Not be eligible for overtime or holiday pay. 18 However, a holiday that occurs during the parental leave 19 20 period shall be counted as part of the parental leave and shall be a paid holiday if the employee is on active status on 21 22 the day preceding the holiday. 23 Section 2. Section 110.221, Florida Statutes, is 24 amended to read: 25 110.221 Parental or family medical leave.--26 (1) As used in this section, the term "family" means a 27 child, parent, or spouse, and the term "family medical leave" 28 means leave requested by an employee for a serious family illness including an accident, disease, or condition that 29 poses imminent danger of death, requires hospitalization 30 31 involving an organ transplant, limb amputation, or other 3

CODING: Words stricken are deletions; words underlined are additions.

Florida House of Representatives - 2000 731-112-00

1 procedure of similar severity, or any mental or physical 2 condition that requires constant in-home care. The term 3 "parental leave" means leave for the father or mother of a 4 child who is born to or adopted by that parent.

5

(2) The state shall not:

6 (a) Terminate the employment of any employee in the 7 career service because of the pregnancy of the employee or the 8 employee's spouse or the adoption of a child by that employee.

9 (b) Refuse to grant to a career service employee parental or family medical leave without pay for a period not 10 to exceed 6 months. Such leave shall commence on a date that 11 is determined by the employee in consultation with the 12 13 attending physician following notification to the employer in 14 writing, and that is approved by the employer or, in the case 15 of adoption, on the first day the child is taken into the 16 custody of the adoptive parent after execution of the final order of adoption by the court, following notification to the 17 employer in writing, and approval by the employer. 18

19 (c) Deny a career service employee the use of and 20 payment for annual leave credits for parental or family medical leave. Such leave shall commence on a date determined 21 22 by the employee in consultation with the attending physician following notification to the employer in writing or, in the 23 case of adoption, on the first day the child is taken into the 24 25 custody of the adoptive parent after execution of the final 26 order of adoption by the court, following notification to the 27 employer in writing.

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

4

CODING:Words stricken are deletions; words underlined are additions.

Florida House of Representatives - 2000 731-112-00

(e) Require that a career service employee take a mandatory parental or family medical leave. (3) Any employee of the state who adopts a child shall be subject to the conditions regarding parental leave set forth in s. 110.152. (4) (4) (3) Upon returning at the end of parental or family medical leave of absence, such employee shall be reinstated to the same job or to an equivalent position with equivalent pay and with seniority, retirement, fringe benefits, and other service credits accumulated prior to the leave period. If any portion of the parental or family medical leave is paid leave, the employee shall be entitled to accumulate all benefits granted under paid leave status. Section 3. This act shall take effect July 1, 2000. HOUSE SUMMARY Provides a \$5,000 monetary benefit for a state employee who adopts a child and a \$10,000 monetary benefit for a state employee who adopts a special needs child. Defines "special needs child" for purposes of the act. Provides procedure. Provides for eligibility for parental leave and conditions of such leave.

CODING: Words stricken are deletions; words underlined are additions.