

By Senator Berman

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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 period of  
 6       time; 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 to  
 16      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.~~, and the~~  
 20      ~~term~~

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

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

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30 parent.

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

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

39 (3) The state may ~~shall~~ not:

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

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

44 1. Paid parental leave; or

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

50 (c) Deny a career service employee the use of and payment  
51 for annual leave credits for parental or family medical leave.  
52 Such leave shall commence on a date determined by the employee  
53 in consultation with the attending physician following  
54 notification to the employer in writing.

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

58 (e) Require that a career service employee take a mandatory

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59 parental or family medical leave.

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

68 Section 2. This act shall take effect July 1, 2025.