

By Senator Smith

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A bill to be entitled
An act relating to paid parental leave; amending s.
110.221, F.S.; defining the term "paid parental
leave"; requiring the state to provide paid parental
leave to certain employees for a specified period of
time; prohibiting the state from requiring that an
employee use his or her annual or sick leave for paid
parental leave; providing that the employee is
entitled to accumulate specified benefits during such
leave; prohibiting the state from refusing to grant
such leave; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Section 110.221, Florida Statutes, is amended to
read:

110.221 Parental or family medical leave.—

(1) As used in this section, the term:

(a) "Family" means a child, parent, or spouse, ~~and the~~
~~term~~

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

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

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parent.

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

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

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

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

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

1. Paid parental leave; or

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

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

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

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parental or family medical leave.

(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 2. This act shall take effect July 1, 2026.