

# Paid Parental Leave

## Here's What NTEU Knows

The passage of a paid parental leave program is one of the biggest legislative victories for federal employees since the Family and Medical Leave Act of 1993, which provides for unpaid leave.

We know there are a lot of questions about how paid parental leave will work. Here is what we know right now about this long-awaited benefit.

### **What does this program cover?**

The new benefit gives 12 weeks of paid leave to mothers and fathers of newborns, newly-adopted children or a new foster child placement.

### **When does the program take effect?**

Federal employees will be eligible for the benefit beginning Oct. 1, 2020. The benefit will not be retroactive, and the birth or placement must occur after this date.

### **Who is eligible?**

An employee must work for the government for at least one year to be eligible for paid parental leave.

### **Can paid parental leave be added to any FMLA time taken?**

Although paid parental leave may be taken in combination with leave under the Family Medical Leave Act (FMLA), any paid parental leave taken counts against the total of 12 weeks allowed every 12 months under FMLA. Employees cannot exceed more than 12 weeks of paid parental or FMLA leave taken over the course of one calendar year.

### **Are there any stipulations to taking paid parental leave?**

Yes. Employees are required to return to work for at least 12 weeks after they take the leave, though agencies can waive that requirement for medical reasons.

### **What's next?**

NTEU will reach out to the Office of Personnel Management and the 33 agencies where we represent employees to work on the specifics of rolling out this program. As we learn more, we will continue to share information with you.

This is a monumental victory, but our work on this issue is not over. NTEU continues to strongly support legislation advanced by Rep. Carolyn Maloney (N.Y.) that would provide a broader paid family leave policy to cover seriously ill employees and family members.

**NTEU National Treasury Employees Union**

**nteu.org**