



Paid Parental Leave is finally here!

The Federal Employees Paid Leave Act (FEPLA) amended current Family and Medical Leave Act (FMLA) law to allow the substitution of up to 12 weeks of paid parental leave (PPL) for unpaid FMLA leave in connection with the birth of an employee's child, or placement of a child with the employee for foster care or adoption.

Eligibility: Indefinite and permanent employees who have completed 12 months of federal service. The required 12 months does not need to be consecutive, or with the same agency. However, temporary time does not count toward the requirement.

Effective Date: The new law went into effect on 1 October, 2020. Therefore, paid parental leave is only available to eligible employees in connection with a birth or placement that occurred on or after 1 October, 2020.

Use of Paid Parental Leave:

- Paid Parental Leave is substituted for unpaid FMLA leave. FMLA must be invoked in order to use PPL. The rules and provisions of FMLA still apply.
- FMLA allows for no more than 12 weeks of leave in a 12 month period. Using unpaid FMLA for other events may reduce the amount of PPL available to an employee
- PPL may only be used during the 12 month period after the birth or placement of the child
- PPL may not be used prior to the birth or placement. It may not be used for prenatal appointments or pre-placement activities. Sick leave or annual leave would be appropriate.
- Both parents are entitled to use PPL. If both parents are eligible federal employees, they each have a separate entitlement to use PPL.

Procedures and Documentation:

- Employees must complete the Paid Parental Leave Request form in addition to completing a leave request in ATAAPS. Employees should ensure they mark the FMLA box on their ATAAPS leave slip.
- There is not a specific code for PPL available in ATAAPS yet. Please use code LV for now.
- Employee must sign a written agreement to work for 12 weeks after the conclusion of PPL
- Supporting documentation such as birth certificate or letter from the foster/adoption agency may be required.

As with every new law and policy that comes out, there are many caveats and exceptions. Please contact HRO at 503-584-3975 for more information.

