



## **Paid Parental Leave Benefit 2023-2026 PEF/State Tentative Agreement**

The 2023-2026 PEF/State Tentative Agreement contains a Paid Parental Leave benefit (PPL). The Tentative Agreement must be ratified by the PEF membership for PS&T unit members to obtain this benefit. Ballots will be mailed on July 5, 2023, and due back by July 27, 2023, and will be counted on July 28, 2023. If the Tentative Agreement is approved by the membership, the ratification date will be July 28, 2023. Here are some important things to know about the PPL benefit and its retroactive application:

- The PPL benefit allows for up to 12 weeks of fully paid leave without charge to accruals for parental leave completed within seven months of the birth, adoption, or foster care placement of a child (“qualifying event”).
- If both parents work for the state, both parents, if otherwise eligible, can take up to 12 weeks of PPL, even if they work for the same agency/facility, provided the leave is taken in one solid block on or after April 2, 2023, and within seven months of the qualifying event.
- The PPL may be used in combination with other paid and unpaid childcare leave benefits, but not at the same time.
- The PPL must be taken in one solid block of time; it cannot be intermittent. Please note that this refers to the 12 weeks of fully paid PPL, not necessarily other leave that may be taken for childcare purposes within seven months of the qualifying event.
- All employees in the PS&T unit who work full-time or at least 50% part-time are eligible for this benefit beginning after six months of state service.
- Employees do not earn biweekly leave accruals or observe holidays while on PPL; however, employees do continue to receive retirement service credit while on PPL.
- While using PPL, employees continue to be covered by their existing insurance benefits and all employer contributions continue.
- The PPL benefit is retroactive to leaves taken on or after April 2, 2023, and completed within seven months of the qualifying event.
- Employees who have a qualifying event prior to ratification, at their option, will be made whole after ratification for time charged to leave accruals or time taken off the payroll on or after April 2, 2023, and concluded within seven months of the qualifying event.

- If an employee came back to work after an initial parental leave and is still within 7 months of the qualifying event, the employee can go back out on additional leave either charging accruals or on leave without pay, and then, after ratification, the employee can have accruals and/or pay restored, at their option, for this additional leave time. However, the employee cannot have accruals or pay restored for both blocks of time since PPL must be taken in one continuous block.
- If VRWS time was used for a parental leave prior to ratification, that time can be restored as well under the retroactive provisions of the PPL.
- If your agency or facility is not following the provisions of the PPL Side Letter, please contact your PEF Field Representative and the Civil Service Time and Attendance Unit at 518-457-2295.
- The PPL Side Letter can be found in the PEF Communicator Special Edition on pages 74-75.

*\* June 30, 2023*