

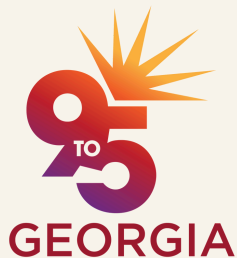
# Know Your Rights

## Georgia's Paid Parental Leave for Teachers and State Employees As of July 1, 2024,

**if you are an employee of a local education agency or the state of Georgia,** you have expanded protections to care for your child and maintain your economic security.

**Georgia's HB 1010** now allows eligible employees to take up to **6 weeks of paid parental leave** for the birth of a child or the placement of a minor child for adoption or foster care.

### Presented By:



# What does HB 1010 do?

The new law doubles the amount of leave to 6 weeks (240 hours) and adds charter school employees to the list of those eligible.



# Am I Covered?

The law covers certain state or local education agency employees in Georgia who...

Are classified as full-time



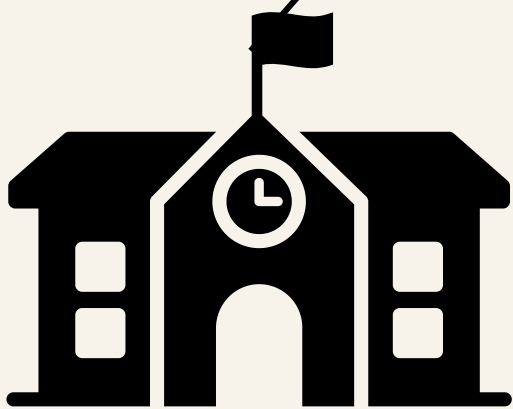
Have been employed for 6 continuous months



Have experienced a qualifying life event in the past 12 months



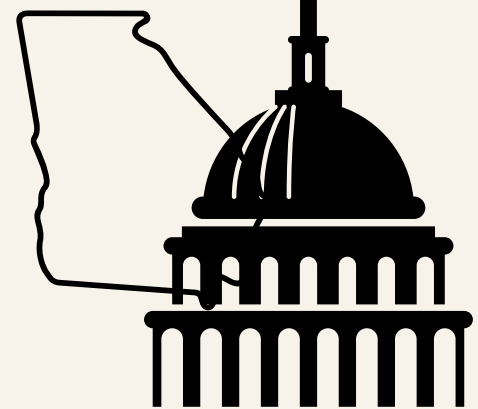
The following employees may be eligible:



Public school and charter school staff and educators



Full-time employees state employees

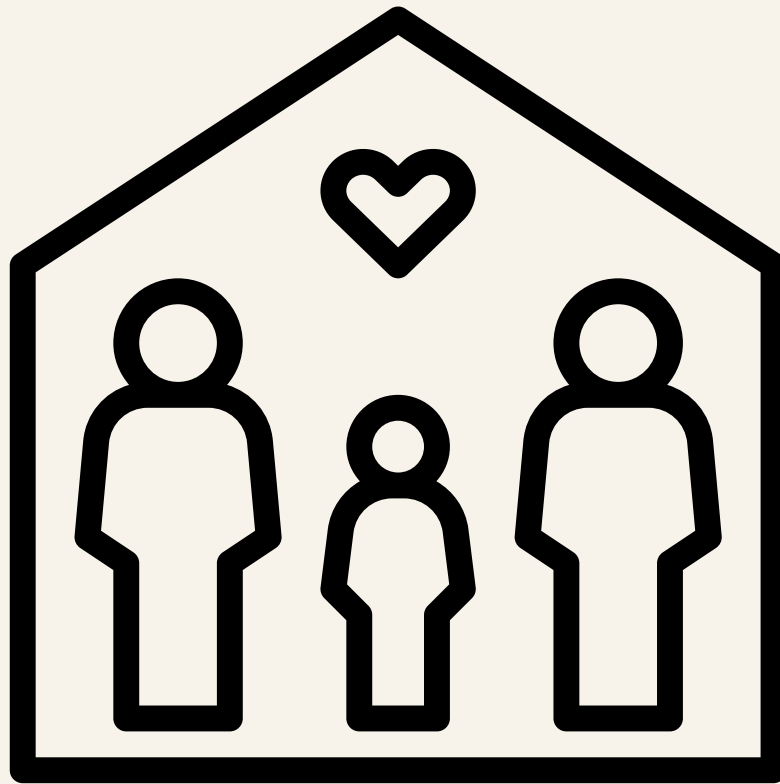


Administrative and clerical personnel of the Georgia General Assembly

**And more**

Some eligible hourly employees can take paid parental leave if they have worked at least 700 hours over the six months immediately preceding the requested paid parental leave date.

# What constitutes a qualifying life event?



**The birth or placement of a minor child for adoption or foster care** constitutes a qualifying life event.

**You are guaranteed up to 6 weeks of paid parental leave in 12 months**, no matter how many qualifying events you experience in a year. This rolling 12-month period **will be measured backward from when you first use parental leave.**

# **Can this leave be used for qualifying life events that occurred before July 1, 2024?**

Yes, if you are an eligible employee who has experienced a qualifying life event that happened **before July 1, 2024, you are entitled to paid parental leave.** However, **all leave must be taken in the 12 months** following the initial qualifying event.

**Suppose you have already taken 3 weeks of paid parental leave for a qualifying event that happened before July 1, 2024. In that case, you are eligible for 3 more weeks, beginning on July 1, 2024 (if the time can be taken before the expiration of the applicable 12-month period).**

# How do I request paid parental leave benefits?



You should contact your manager or human resources for more information on the paid parental leave (PPL) request form.

# **If both parents work for the state or a local education agency, can they each take 6 weeks of leave?**

**YES**

If both parents are eligible employees, they may take 6 weeks of paid parental leave.

## **If both parents work for the same employer...**

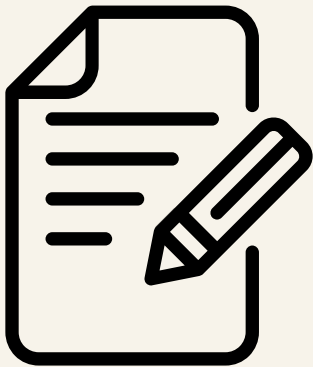
*there are special FMLA rules where both parents would have a combined total of*

# **12 Weeks**

**of job-protected, unpaid leave.**

This FMLA leave may have to be taken simultaneously with Georgia PPL.

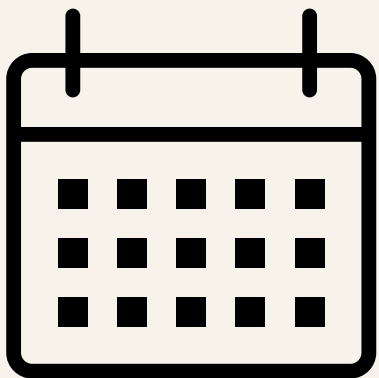
# How does paid parental leave interact with FMLA?



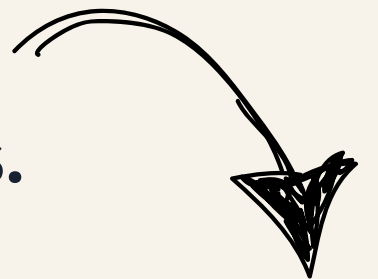
If you qualify for FMLA and paid parental leave, **FMLA may run concurrently with paid parental leave.** This depends on your employer's written policy.



Time spent on paid or unpaid leave does not count toward your eligibility for FMLA.



An eligible employee may be able to use paid parental leave before they are eligible for FMLA **if they have worked continuously at the employing entity for 6 months.**



**In this case, you could take 18 total weeks of leave, as paid parental leave and FMLA would not be running simultaneously**



# Am I still eligible for Georgia's paid parental leave law if my local education agency already has a paid parental leave policy?



State law does not prevent local education agencies from providing their own paid parental or family leave in addition to the state law.

## Do I have to use sick or vacation days beforehand?

**No**

Under this law, paid parental leave is provided in addition to any accrued paid or unpaid sick, vacation, or medical leave.

You do not have to use your vacation or sick days before taking paid parental leave

# **Need any help or have questions?**

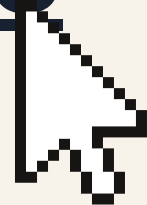
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to speak with an attorney  
about your workplace rights.

**[https://linktr.ee/ga  
coalition4paidleave](https://linktr.ee/ga_coalition4paidleave)**



**Georgia Coalition  
for Paid Leave**