



FAMILY MEDICAL LEAVE
For Employees of Indiana State Government

FMLA Information

For Expectant Parents

Indiana State Personnel Department
Employee Relations

April 2015



FML for expectant parents

Pregnancy and childbirth

- Pregnancy and childbirth are both considered serious health conditions, so absences related to either are usually covered.
 - Prenatal appointments for care or testing are also covered.
- Duration: The usual period of leave needed for recovery after the birth is either six or eight weeks depending on the type of birth.
- Disability Plan: Eligible State of Indiana employees must also apply for the State's Short/Long Term Disability (S/LTD) Plan to cover the period of recovery after childbirth.
- Leave Time: FML runs concurrently with use of accrued leave and S/LTD plan.



FML for expectant parents

Parenting leave for childbirth

- Parenting leave, sometimes called bonding leave, is additional leave available to spend time getting to know your new child. It is unpaid unless you use vacation or personal leave.
 - It requires its own Request for FML in PeopleSoft.
 - It may not be taken intermittently without employer approval.
 - If both parents are eligible employees of the State of Indiana, they share the twelve week Parenting Leave entitlement.
 - The entitlement to parenting leave ends when
 - the employee has exhausted twelve weeks of FML in a fiscal year,
 - the employee(s) have used twelve weeks of parenting leave, or
 - the child's first birthday,whichever comes first.



FML for expectant parents

Parenting leave for adoption or foster care

- Parenting leave may be used to attend required appointments for the adoption or foster care process, and to bond with your new child during the first year after the child's placement with you.
 - It requires its own Request for FML in PeopleSoft.
 - If both spouses are eligible employees of the State of Indiana, they share the twelve week Parenting Leave entitlement.
 - Intermittent use before the child is placed with you for proceedings related to placement or travel to pick up the child is allowable.
 - However, intermittent use to bond with the child requires employer approval.



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FML for expectant parents

FML for a State of Indiana employee whose spouse is giving birth

- You can take FML to accompany your spouse to prenatal appointments and to care for her during delivery and while she recovers from the birth. Sick leave will be charged concurrently.
- While accrued sick leave is available to care for a person who resides in the employee's household and is dependent upon the employee for care and support, use of FML to care for a serious health condition is limited to legal spouses.
- You can take parenting leave to bond with your new child after the birth. During parenting leave the use of sick leave is not appropriate, but other accrued leave may be used to remain in pay status.



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FML for new parents

If your newly -born, -adopted, or -foster child has a serious health condition

- You must enter a new Request for FML in PeopleSoft and provide a Certification of Health Care Provider for Family Member's Serious Health Condition about the child's condition.
- Authorized absences will be determined by the medical necessity of the child's condition, but the total amount of FML available in a fiscal year is still limited to 12 weeks for all reasons.



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Have a Question?

Call the **SPD FML** line

317-234-7955

or

1-855-SPD-INHR

(1-855-773-4647)

See also **Expectant Parent Packet** at

<http://www.in.gov/spd/2397.htm>



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