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STATE OF INDIANA  
EXECUTIVE DEPARTMENT  
INDIANAPOLIS

**EXECUTIVE ORDER: 17-31**

**FOR: PARENTAL LEAVE FOR STATE EMPLOYEES**

TO ALL WHOM THESE PRESENTS MAY COME, GREETINGS:

**WHEREAS**, Indiana is committed to ensuring that Hoosiers are provided opportunities to succeed both in the workplace and with their families and further seeks to ensure that pursuing a career and caring for one's family is complementary, not contradictory;

**WHEREAS**, Indiana also recognizes that children benefit from involved parents and that both mothers and fathers need time to care for their families;

**WHEREAS**, authorizing policies to support parents in raising the next generation is an important and sound investment for the thriving future of our state;

**WHEREAS**, the birth or adoption of a child is an important and pivotal event where the family benefits from time spent together;

**WHEREAS**, the time to nurture and bond with the new family member contributes to better health and development of the child;

**WHEREAS**, the time to bond is most beneficial when it is available without concern over the loss of employment or wages;

**WHEREAS**, leave time for parents will strengthen families, their communities, and will improve the quality of life in Indiana;

**WHEREAS**, the availability of parental leave will also assist state government in recruiting the best individuals to serve Hoosiers and will help build and sustain a flourishing workforce;

**WHEREAS**, a parental leave policy will assist in retaining a talented workforce by lowering employee turnover and increasing morale and engagement, and will work to foster a diverse, highly skilled, and professional workforce; and

**WHEREAS**, it is an objective of the State of Indiana, as an employer, to facilitate opportunities to enrich both the workplace and families;

**NOW, THEREFORE, I, Eric J. Holcomb**, by virtue of the authority vested in me as Governor of the State of Indiana do hereby order that:

1. A full-time state employee who has been employed by the state for six (6) consecutive months may request and receive up to one hundred fifty (150) hours of paid leave, and a part-time employee who has been employed by the state for six (6) consecutive months may request up to seventy-five (75) hours of paid leave, upon one of the following events:
  - a. the birth of the employee's child;
  - b. the birth of a child to the employee's spouse; or
  - c. the placement of a child for adoption with the employee.
2. Requests for parental leave shall be granted.
3. Parental leave runs concurrently with Family and Medical Leave Act for those employees who are eligible for such leave.
4. Any parental leave not taken:
  - a. within the six (6) months after the birth or the placement for adoption; or
  - b. prior to separation from employment;

is forfeited at the earlier of those two events.

5. This Order applies to Executive Branch employees as defined in Ind. Code § 4-2-6-1(a)(2) and becomes effective January 1, 2018.

**IN TESTIMONY WHEREOF, I,** Eric J. Holcomb, have hereunto set my hand and caused to be affixed the Great Seal of the State of Indiana on this 11th day of December, 2017.

Eric J. Holcomb  
Governor of Indiana

SEAL

ATTEST: Connie Lawson  
Secretary of State

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