

2023 Regular Session

HOUSE RESOLUTION NO. 104

BY REPRESENTATIVE JENKINS

STATE EMPLOYEE/LEAVE: Requests the implementation of paid parental leave for all state employees

1 A RESOLUTION

2 To urge and request the State Civil Service Commission for classified state employees and
3 all appointing authorities who have the authority to implement and adopt leave
4 policies for unclassified state employees to adopt paid parental leave policies, which
5 allow state employees to take care of a newborn child, recently adopted child, or
6 recently placed foster child, in addition to the sick and annual leave available to state
7 employees.

8 WHEREAS, offering competitive, paid parental leave to employees is an effective
9 recruiting tool, especially in a competitive labor market; conversely, not offering paid
10 parental leave is detrimental to recruiting and retention efforts; most job applicants indicate
11 that a company's parental leave policy is important to them when considering whether to
12 accept an offer and many employees would be willing to switch jobs if it meant they could
13 be more involved in caring for a their new child; and

14 WHEREAS, competitive parental leave policies can enhance the work environment
15 and culture and increase employee retention; economic studies have shown that access to
16 paid family leave significantly increases the likelihood that workers will return to their jobs
17 instead of dropping out of the labor force; and

18 WHEREAS, in a 2019 evaluation of parental leave, the legislative auditor found that
19 parental leave policies for state employees varied in the level of detail in the policies and that
20 there were inconsistencies in the application of leave policies not just between different

1 agencies, but also within the same agency; in addition, the legislative auditor found that
2 consistency in the application and implementation of leave usage policies is important; and

3 WHEREAS, in the 2019 evaluation of parental leave, the legislative auditor further
4 found that adopting additional parental protections and benefits for all state employees may
5 improve Louisiana's competitive advantage in recruiting and retaining state employees; and

6 WHEREAS, all classified state employees are subject to rules and regulations
7 regarding leave adopted by the State Civil Service Commission; according to the annual
8 turnover report by state civil service, the number of separations from state classified
9 employment for resign-for-pay and resign-for-personal reasons has increased and these shifts
10 may be representative of the current labor market and an indication that employees are
11 willing to resign for better benefits and pay; the report further indicated that state agencies
12 struggle to fill vacancies; and

13 WHEREAS, unclassified employees in the executive branch of state government, in
14 the legislative branch of state government, and in the judicial branch of state government are
15 subject to leave policies adopted by the various appointing authorities; and

16 WHEREAS, high turnover rates can disrupt business operations and impact the
17 ability of state agencies to carry out their missions, and state agencies need as many
18 recruiting and retention tools as possible to combat turnover and improve employee retention
19 and morale.

20 THEREFORE, BE IT RESOLVED that the House of Representatives of the
21 Legislature of Louisiana does hereby urge and request the State Civil Service Commission
22 for state employees in the classified service and all appointing authorities who have the
23 authority to adopt and implement leave policies for unclassified employees in state
24 government to adopt and implement paid parental leave policies, which allow state
25 employees to take care of a newborn child, recently adopted child, or recently placed foster
26 child, in addition to the sick and annual leave available to state employees.

27 BE IT FURTHER RESOLVED that the governor, the chief justice of the supreme
28 court, each higher education management board, the presiding officers of the legislature, and
29 the State Civil Service Commission shall submit a copy of the paid parental leave
30 implemented by agencies and officials for state employees within their purview, or if no

1 policy has been implemented, a report regarding barriers or impediments preventing the
2 implementation of paid parental leave to the House Committee on House and Governmental
3 Affairs and to the David R. Poynter Legislative Research Library no later than December 1,
4 2023.

5 BE IT FURTHER RESOLVED that copies of this Resolution be transmitted to the
6 State Civil Service Commission, the governor, the chief justice of the supreme court, each
7 higher education management board, and the presiding officers of the legislature.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HR 104 Original

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Jenkins

Requests the adoption and implementation of paid parental leave policies for state employees to take care of a newborn child, recently adopted child, or recently placed foster child in addition to sick and annual leave. Requires the submission of either a copy of the paid parental leave implemented by the State Civil Service Commission and other agencies and officials for the state employees within their purview or, if no policy has been implemented, a report regarding barriers or impediments preventing the implementation of paid parental leave to the House and Governmental Affairs Committee and to the David R. Poynter Legislative Research Library no later than Dec. 1, 2023.