2024 State of Louisiana Report on the Use of Parental Leave

FOR EXECUTIVE BRANCH EMPLOYEES ONLY

PREPARED FOR THE LOUISIANA STATE CIVIL SERVICE COMMISSION

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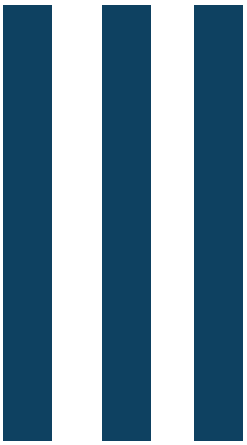
PARENTAL LEAVE
State of Louisiana

WHAT IS PARENTAL LEAVE?

Parental leave provides the employee time to bond with a child following the birth of a child or placement of a child under the age of 18 with the employee for adoption or foster care. Parental leave also allows adoptive and foster parents to attend post-placement court proceedings and mandatory meetings related to the placement.

At its General Business meeting held on September 6, 2023, the State Civil Service Commission adopted Civil Service Rule 11.36, effective January 1, 2024. This rule allows a legal parent of a newborn or the adoptive or foster parent with whom a child under the age of 18 is placed to take up to six weeks (240) hours of paid parental leave to bond with a child with whom the employee has a new parental relationship and an active and ongoing role in parenting. Foster and adoptive parents may also use this leave to attend post-placement court proceedings or mandatory meetings related to adoption or foster placement.

In 2024, the first year of Parental Leave, 420 classified state employees in the Executive Branch took advantage of the parental leave policy benefit. The vast majority of employees used the benefit for a birth, with a small percentage using the benefit for foster care or adoption.



2024 Usage:

96.37% for birth

2.22% for foster care

1.41% for adoption

Classified Employee Usage of Parental Leave by Agency

Department or Agency	Employee Count
Department of Health	98
Department of Transportation & Development	80
Department of Corrections	57
Department of Children & Family Services	47
Department of Wildlife & Fisheries	22
Department of Public Safety	19
Department of Environmental Quality	16
Division of Administration	15
Department of Agriculture & Forestry	9
Department of Juvenile Justice	9
Workforce Commission	7
Department of Education/Special School District	7
Department of Energy & Natural Resources	5
Department of Revenue	5
State Civil Service	4
Department of Veterans Affairs	3
Secretary of State	3
Coastal Protection and Restoration Authority	3
Department of Culture, Recreation, & Tourism	2
Office of Financial Institutions	2
La Commission on Law Enforcement	2
Department of Treasury	1
Department of Insurance	1
Louisiana Economic Development	1

*Note: The data above was gathered from the LaGov HCM system and is based only on classified employees at Executive Branch Departments.



Key Points

- 65 percent of employees used the full 240 hours available (274 employees)

- 88 percent of employees used FMLA and Parental Leave concurrently (370 employees)

- Only three employees used Leave Without Pay immediately after exhausting the Parental Leave allotment

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