

House Bill 1422

By: Representatives Gisler of the 121st, Clark of the 108th, Au of the 50th, Bazemore of the 69th, Campbell of the 35th, and others

A BILL TO BE ENTITLED
AN ACT

1 To amend Article 1 of Chapter 20 of Title 45 of the Official Code of Georgia Annotated,
2 relating to general provisions regarding personnel administration, so as to add stillbirth as a
3 qualifying event for parental leave for eligible state employees; to provide for related matters;
4 to repeal conflicting laws; and for other purposes.

5 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

6 style="text-align:center">**SECTION 1.**

7 Article 1 of Chapter 20 of Title 45 of the Official Code of Georgia Annotated, relating to
8 general provisions regarding personnel administration, is amended by revising subsection (a)
9 of Code Section 45-20-17, relating to parental leave and requirements for implementations,
10 as follows:

11 "(a) As used in this Code section, the term:

12 (1) 'Eligible employee' means:

13 (A) Any individual identified in subparagraph (A), (E), (F), (G), or (L) of paragraph (2)
14 of Code Section 45-18-1 who is classified as full-time by the applicable state employing
15 entity; or

16 (B) Any individual identified in paragraph (4) of Code Section 20-2-880 or
17 paragraph (3) of Code Section 20-2-910 who is classified as full-time by the applicable
18 local education agency.

19 (2) 'Employing entity' means:

20 (A) The executive, legislative, or judicial branch of state government; or

21 (B) A local education agency.

22 (3) 'Local education agency' shall have the same meaning as provided in Code
23 Section 20-2-167.1.

24 (4) 'Qualifying life event' means:

25 (A) The birth of a child of an eligible employee;

26 (B) The placement of a minor child for adoption with an eligible employee; ~~or~~

27 (C) The placement of a minor child for foster care with an eligible employee; or

28 (D) The stillbirth, as defined in paragraph (17) of Code Section 31-10-1, of a child of
29 an eligible employee."

30 **SECTION 2.**

31 All laws and parts of laws in conflict with this Act are repealed.