

## Paid Family Leave Update

Dear State Employees,

Good afternoon. I would like to provide an important update on the Administration's recent Paid Family Leave announcement.

In light of recent conversations with leadership in the General Assembly, it is best to pursue the state's new paid family leave benefit through legislation, in coordination with the General Assembly, rather than through Executive Order. This will cement the policy in statute.

While working with the General Assembly to establish this benefit through legislation is best in the long term for state employees, unfortunately, it will temporarily delay implementation of the principles set out in Executive Order No. 11.

We understand that this change may affect employees in the midst of planning for coming life events; however, it is critical to ensure that paid family leave is implemented permanently, so that it will have the intended, lasting, positive effect for state employees and their families.

To ensure a smooth process for employees, the Administration has proposed legislation to provide this benefit retroactively to March 1, so that no state employee would be negatively impacted by this change.

Employees are encouraged and reminded to follow the steps outlined by the Department of Human Resources to document and certify qualifying events pursuant to the Family and Medical Leave Act (FMLA).

We will provide additional information and updates as available.

Please reach out to your agency's human resources office or contact the HR Service Center at (615) 741-4841 or [HR.ServiceCenter@tn.gov](mailto:HR.ServiceCenter@tn.gov) if you have further questions.

Thank you,

Juan Williams, Commissioner  
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