

To: Executive Branch State Employees

From: Commissioner Juan Williams, Department of Human Resources

Date: Tuesday, January 7, 2020

Subject: Paid Family Leave Announcement

At the directive of Governor Lee's [Executive Order No. 11](#), the Department of Human Resources is pleased to announce the adoption of a new Paid Family Leave benefit for executive branch state employees.

Effective March 1, 2020, full-time employees with one (1) or more years of service will be eligible for twelve (12) weeks of paid family leave. The leave will run concurrently with the Family and Medical Leave Act (FMLA) and will be paid at 100% of the employee's regular salary.

We look forward to adopting this benefit as a continued investment in the overall well-being of state employees and their families.

For additional information, including FAQs, guidelines and eligibility, please visit www.teamtn.gov/hr. Additional resources will be posted as they are available.

Questions may also be directed to the [HR Service Center](#) at 615-741-4841 or HR.ServiceCenter@tn.gov.