GENERAL GUIDANCE AND INFORMATION

As an addendum to the Paid Parental Leave General Memo #2016-1, this is a temporary document intended to answer additional questions, clarify previous answers, and provide implementation guidance. At the end of December 2016, these questions will be merged into the Paid Parental Leave General Memo #2016-1 Frequently Asked Questions.

When is eligibility determined?

Eligibility for PPL is determined as of the date the employee begins using PPL or the date any earlier leave for the qualifying event began. If the employee meets eligibility on either date, the employee is considered an “eligible employee.”

If an employee gets sick while on PPL, does the employee use the earn code SIK for the sick time?

No. The employee uses PPL, or if on FMLA, FPL earn code.

If an employee takes PPL now, and the legislature does not ratify the MOUs, will the employee have to pay it back?

PPL paid in accordance with the interim approval by the SER would not be affected, but PPL benefits would cease to be available if the legislature does not ratify the MOUs. (Reference M.S. 3.855 subd. 2(d)).

If a holiday occurs while the employee is on PPL, and it occurs on a day the employee would normally be scheduled off, is the employee entitled holiday pay?

An employee will receive holiday pay in accordance with the provisions of the applicable labor contract.

FORMS AND SUPPLEMENTS

Contacts
MMB Enterprise Human Resources and Labor Relations.

References
HR/LR Policy #1435 Paid Parental Leave
HR/LR General Memo #2016-1 Paid Parental Leave Frequently Asked Questions