

STATE OF INDIANA

EXECUTIVE DEPARTMENT INDIANAPOLIS

EXECUTIVE ORDER 25-34

**FOR: PROMOTING FAMILIES AND STRENGTHENING THE STATE
WORKFORCE THROUGH NEW PARENT LEAVE AND
CHILDBIRTH RECOVERY LEAVE FOR STATE EMPLOYEES**

TO ALL WHOM THESE PRESENTS MAY COME, GREETINGS:

WHEREAS, the State of Indiana is committed to providing opportunities to state employees to succeed in both their personal and professional lives and further remains committed to ensuring these lives are complementary, not contradictory;

WHEREAS, it is important for Hoosier children to receive support and time from both their mothers and fathers;

WHEREAS, state policies that support parents and the commitment to living complementary personal and professional lives are important and create a beneficial investment into the future generations and our state;

WHEREAS, the State of Indiana remains committed to promoting and ensuring the protection of life;

WHEREAS, the birth or adoption of a child is a monumental moment in a family's journey, and there are substantial benefits to the family spending time together during this special time;

WHEREAS, it has long been recognized that the time to bond with a new family member contributes to better health and development for the child;

WHEREAS, childbirth can be a physically challenging and strenuous process for women that deserves appropriate time to allow women to recover after a significant medical procedure;

WHEREAS, it benefits both women and babies to give women appropriate time to physically recover after giving birth without adding the stress of missing work without pay;

WHEREAS, the availability of new parent and childbirth recovery leave for new parents reinforces the state's commitment to employees, their families, and their quality of life in the State of Indiana;

WHEREAS, the availability of new parent and childbirth recovery leave will further assist the state in recruiting the best individuals to serve Hoosiers, retaining our workforce, and increasing morale throughout our state government by demonstrating leadership in supporting women and the unique and vital role they play in society;

WHEREAS, Executive Order 17-31 by former Governor Eric Holcomb established a new parent leave policy for state employees who have been employed by the state for at least six (6) months; and

WHEREAS, the State of Indiana remains committed to facilitating opportunities to enrich both the workforce and families;

NOW, THEREFORE, I, MIKE BRAUN, by virtue of the authority vested in me as the Governor of the State of Indiana, do hereby order that:

1. All full-time state employees, regardless of duration of employment, may request new parent leave and receive up to one hundred fifty (150) hours of paid leave, and a part-time employee may request new parent leave and receive up to seventy-five (75) hours of paid leave, upon one of the following events:
 - a. the birth of the employee's child;
 - b. the birth of a child to the employee's spouse; or
 - c. the placement of a child for the adoption with the employee.
2. All full-time and part-time employees, regardless of duration of employment, are eligible for up to six-weeks' paid childbirth recovery leave beginning the date of their vaginal delivery or up to eight-weeks' paid childbirth recovery leave beginning the date of their C-section delivery. This leave also applies to employees who experience the tragedy of a fetal death after twenty (20) weeks gestation.
3. Requests for new parent leave and childbirth recovery leave shall be granted.
4. All state employees who have been employed less than six (6) months and take new parent leave, childbirth recovery leave, or stillbirth leave must agree to complete at least one (1) year of consecutive state employment as a condition for taking leave.
5. New parent leave and childbirth recovery leave may run consecutively with each other. New parent leave and childbirth recovery leave will run concurrently with leave under the Family and Medical Leave Act for those employees who are eligible for such leave.
6. Any new parent leave not taken:
 - a. within the six (6) months after the birth or placement for adoption; or
 - b. prior to separation from employment;is forfeited at the earlier of the two events.
7. This Order applies to Executive Branch employees as defined in Indiana Code § 4-2-6-1(a)(2) and becomes effective March 3, 2025.



IN TESTIMONY WHEREOF, I,
Mike Braun, have hereunto set my hand
and caused to be affixed the Great Seal
of the State of Indiana on this 3rd day of
March, 2025.


Mike Braun, Governor of Indiana

ATTEST: Diego Morales
Secretary of State

DIEGO MORALES