

EXECUTIVE ORDER  
17-09

RECEIVED & FILED  
MAR 13 2017  
SECRETARY OF STATE  
COMMISSIONS DIVISION

WHEREAS, every child is a gift of life to support and cherish; and

WHEREAS, paid time off for new parents provides time to nurture and bond with the newest member of the family, and is linked to better infant health and development; and

WHEREAS, paid time off for new mothers increases the likelihood they will go back to work, increases their work productivity and longevity once they return, and decreases the likelihood they will need government assistance within their child's first year; and

WHEREAS, paid time off for new fathers is connected to more involvement with their children and childcare activities; and

WHEREAS, many Missouri employers offer paid parental leave to recruit and retain new parents; and

WHEREAS, state government should recruit the best and brightest individuals to serve Missourians; and

WHEREAS, paid parental leave will strengthen families and communities, which will make Missouri a better place to work and to live.

NOW THEREFORE, I, ERIC R. GREITENS, GOVERNOR OF THE STATE OF MISSOURI, by virtue of the authority vested in me by the Constitution and laws of the State of Missouri, do hereby order the following for state employees of the departments and agencies of the executive branch of Missouri state government (excepting the employees of independent commissions and other elected officials who set the policies for their offices):

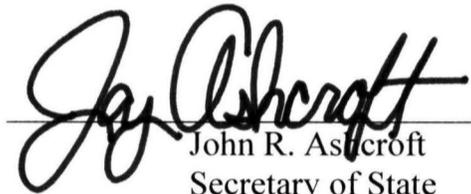
1. Every parent shall receive parental leave following the birth or adoption of a child.
  - a. Every parent who is the primary caregiver shall receive six weeks of parental leave.
  - b. Every parent who is the secondary caregiver shall receive three weeks of parental leave.
  - c. If both parents are state employees, each parent shall receive parental leave, which may be taken concurrently, consecutively, or at different times.
2. Parental leave provides leave with 100 percent of regular salary.
3. Parental leave shall not be counted against annual leave or sick leave, which shall continue to accrue during the period of parental leave. Holidays shall not be counted against parental leave. Parental leave shall run concurrently with FMLA leave if the employee is eligible.
4. Parental leave is available for any birth or adoption that occurs on or after this day.
5. The Office of Administration Division of Personnel, the Personnel Advisory Board, and each state agency under the Governor's control shall take any necessary action to make their regulations, manuals, and other documents consistent with this policy.
6. Parental leave shall be taken within the 12 weeks following the birth or adoption of a child. Parental leave may not be donated or carried over to future years.
7. Parental leave is available to all state employees of the departments and agencies under the Governor's control, whether employed on a full-time basis, on an hourly basis, or in 24-hour-positions.

8. Missouri's other state elected officials, independent commissions, legislature, and judiciary are encouraged to adopt comparable policies for their employees.

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, in the City of Jefferson, on this 13th day of March, 2017.



Eric R. Greitens  
Governor



John R. Ashcroft  
Secretary of State