

By: Senator(s) Boyd

To: Public Health and
Welfare; Appropriations

SENATE BILL NO. 2732

1 AN ACT TO CREATE THE MISSISSIPPI STATE EMPLOYEE MATERNITY
2 LEAVE ACT TO PROVIDE SIX WEEKS OF PAID LEAVE TO CERTAIN EMPLOYEES
3 WHO HAVE BEEN EMPLOYED WITH THE STATE FOR AT LEAST TWO YEARS; AND
4 FOR RELATED PURPOSES.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

6 **SECTION 1.** (1) This section shall be known and may be cited
7 as the "Mississippi State Employee Maternity Leave Act."

8 (2) For the purposes of this section, the following words
9 and phrases shall have the following meanings ascribed, unless the
10 context clearly indicates otherwise:

11 (a) "Maternity" means the birth of a child to a
12 pregnant mother and the custody of and care for that infant child
13 in its first six months of life.

14 (b) "Eligible beneficiary" means a state employee, as
15 defined in Section 25-3-91(c), who has given birth to a child and
16 who has been employed with the state for at least two (2)
17 consecutive years.

18 (c) "Paid leave" means leave from work at the
19 employee's full rate of pay.



20 (3) The state shall offer to all eligible beneficiaries at
21 least six (6) weeks of paid leave for maternity purposes. An
22 eligible beneficiary may only use such leave continuously and
23 within six (6) months of the birth of the child.

24 (4) Nothing in this section shall be construed as requiring
25 an eligible beneficiary to use the leave offered to them, nor
26 shall this section be construed as abrogating or otherwise
27 modifying the provisions of Section 25-3-95(9).

28 **SECTION 2.** Section 1 of this act shall be codified in Title
29 25, Chapter 3, Mississippi Code of 1972.

30 **SECTION 3.** This act shall take effect and be in force from
31 and after July 1, 2024.

