

**THE OFFICE OF THE GOVERNOR**

**EXECUTIVE DEPARTMENT  
STATE OF IDAHO  
BOISE**

**EXECUTIVE ORDER NO. 2020-03**

**FAMILIES FIRST ACT**

*WHEREAS, Idaho state government employs thousands of Idahoans, many of whom are starting and growing their families with the birth or adoption of children; and*

*WHEREAS, Idaho is a state that encourages and fosters strong families as the bedrock of our society; and*

*WHEREAS, bonding between parents and children when a child is born or adopted is an essential part of establishing deep connections and meaningful lifelong attachment between parents and children; and*

*WHEREAS, Idaho state government will retain an effective workforce by making it possible for families to spend as much time as possible with newborn or adopted children in the weeks immediately after they come into the family; and*

*WHEREAS, leaders and managers within Idaho state government should encourage flexibility to the extent possible with mothers and fathers returning to state service after the birth or adoption of a child;*

*NOW, THEREFORE, I, Brad Little, Governor of the State of Idaho, by virtue of the authority vested in me by the Constitution and laws of this state, do hereby order that the Idaho Division of Human Resources issue a policy and any necessary rule changes for all State of Idaho executive branch entities to offer eight weeks of paid parental leave as a separate benefit to eligible employees after the birth or adoption of a child, effective July 1, 2020. 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 Idaho in Boise on this 22nd day of January in the year of our Lord two thousand and twenty and of the Independence of the United States of America the two hundred forty-fourth and of the Statehood of Idaho the one hundred thirtieth.*



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**BRAD LITTLE GOVERNOR**

*Brad Little Copy Copy*

**LAWERENCE DENNEY SECRETARY OF STATE**