



**SLOAN WORK AND FAMILY
RESEARCH NETWORK**
BOSTON COLLEGE

2005–2006 Legislative Summary Sheet

Survey of Family Leave Bills Introduced into State Legislatures

This legislative summary sheet was developed to give an overview of the policy and legislation on family leave. Statutes and bills can be reviewed individually, but often it is useful to view them in “themes” or “clusters” to:

- ▶ Highlight legislative activity in one particular state
- ▶ Make it easier to compare legislation between states
- ▶ Illustrate varying legislation language and content

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Family and medical leave standards:

California

- ▶ CA SB 300
Requires employers to provide information to employees regarding family care and medical leave.

Connecticut

- ▶ CT SB 1018
Authorizes employees of towns, boards of education, schools and state employees to use paid sick leave for family or medical leave purposes.

Delaware

- ▶ DE HB 198
Allows state employees to use accumulated paid sick leave to travel outside the United States for adoption purposes.

Hawaii

- ▶ HI HB 761
Establishes conditions under which employees may take up to four weeks of family leave during a calendar year.
- ▶ HI HB 325
Permits private sector employees to use temporary disability sick leave benefits for family leave purposes.

Illinois

- ▶ IL HB 659
Establishes the purpose of and entitlement for use of the Family and Medical Leave Act.
- ▶ IL SB 1627
Entitles military employees up to 30 days of unpaid family military leave during the time of federal or state deployment.

Kentucky

- ▶ KY HB 274
Requires each district board of education to allow teachers and full-time employees at least ten days of sick leave during each school year, without deduction of salary.

Massachusetts

- ▶ MA HB 3944
Establishes up to six weeks of paid medical leave in any twelve month period for covered employees.

Nebraska

- ▶ NE LB 661
Provides leave from employment for advocacy activities that address the needs of changing family structures.

New Jersey

- ▶ NJ AB 1878
Requires employers to provide time off at full pay for sick leave, family care leave, bereavement leave, vacation or personal holiday leave.
- ▶ NJ AB 1904
Provides up to 48 hours of leave time during any 12-month period for school and medical family leave.
- ▶ NJ SB 2518
Includes domestic partners as family members under New Jersey Family Leave Act.
- ▶ NJ AB 2826
Extends definition of sick leave to include birth of child or placement for adoption of child.

Oregon

- ▶ OR SB 644
Establishes standards by which employees may take leave in addition to the leave allotted by the Family and Medical Leave Act.
- ▶ OR HB 3054
Permits employees taking family leave to use any paid accrued leave that is offered by the employer in lieu of vacation leave.

Virginia

- ▶ VA HB 1946
Permits employees to substitute up to 33 percent of accrued paid sick leave, up to 100 percent of any other paid leave, or any other combination of paid leave for leave taken pursuant to the federal Family and Medical Leave Act.

Washington

- ▶ WA SB 5850
Provides definitions of family members in relation to the Family Care Law.
- ▶ WA HB 1626
Establishes a minimum standard for family care under the Family Care Law.



Leave for parents of school children:

New Jersey

- ▶ NJ AB 1495
- ▶ NJ SB 440
Provides up to 24 hours of paid family leave during any 12-month period for a guardian of a child with special needs to attend any conference, meeting, function or other event requested or required by the school administration or teacher.
- ▶ NJ AB 2837
Provides 16 hours of family leave time during any 12-month period for a guardian of a child enrolled in school to attend any conference, meeting, function or other event requested or required by the school administration or teacher.

New York

- ▶ NY AB 3408
Requires employers to grant employees a total of twenty hours during any school year, to attend school conferences or classroom activities related to the employee's child.
- ▶ NY AB 3964
Permits parents of children engaging in disruptive behavior in school to take up to five days paid leave per year to address the behavior.

Pennsylvania

- ▶ PA HB 1764
Entitles employees up to 24 hours of unpaid leave per year to participate in school activities or medical appointments of a child of the employee or accompany an elderly relative to medical or professional service appointments related to the elder's care.
- ▶ PA SB 314

Provides for up to 16 hours per year of unpaid leave to participate in a child's school activities or medical appointments, to accompany a parent to appointments related to his or her care or well-being, or to respond to a medical emergency involving a family member.

South Carolina

▶ SC HB 4229

Entitles parents up to eight hours of paid leave per year to attend school conferences or activities.

West Virginia

▶ WV HB 2924

Allows state employees up to four hours paid leave to attend school- or caregiver-related conferences for their children.

Wisconsin

▶ WI AB 796

Allows employees to take up to 16 hours leave per year for school conferences and activities in addition to leave granted under the Family and Medical Leave Act.



Caring for family members:

Maine

▶ ME LD1044

Requires certain employers to allow employees with paid leave to use that time to care for sick family members.

Minnesota

▶ MN HB 61

▶ MN SB 378

Permits employees to use personal sick leave benefits for absences due to illness of or injury to an employee's immediate family member, on the same terms the employee is able to use sick leave benefits for the employee's own illness or injury.

Montana

▶ MT HB 45

Allows leave for medical care of relatives, medical appointments and funerals for family members.

New Jersey

▶ NJ AB 1892

▶ NJ SB 239

Provides up to four weeks of family temporary disability leave to care for members of the worker's family unable to care for themselves, including sick family members and newborn and newly adopted children.

New Mexico

▶ NM SB 449

Permits employees to use sick leave or other paid time off to care for a child of the employee with a health condition that requires treatment or supervision or other immediate relative who has a serious health condition or an emergency condition.

New York

- ▶ NY AB 2673
Allows employees to use sick leave to care for family, household members and domestic partners in medical situations not covered by the federal Family and Medical Leave Act.
- ▶ NY AB 3693
- ▶ NY SB 1887
Entitles employees to utilize accrued sick leave to provide care to immediate family, household members or domestic partners in medical situations not covered by the federal Family and Medical Leave Act.
- ▶ NY AB 8749
Requests up to 30 days paid leave for employees who are caring for a sick parent or elder relative.

Pennsylvania

- ▶ PA HB 1764
Entitles employees up to 24 hours of unpaid leave per year to participate in school activities or medical appointments of a child of the employee or accompany an elderly relative to medical or professional service appointments related to the elder's care.
- ▶ PA SB 314
Provides for up to 16 hours per year of unpaid leave to participate in a child's school activities or medical appointments, to accompany a parent to appointments related to his or her care or well-being, or to respond to a medical emergency involving a family member.



Donating leave:

Connecticut

- ▶ CT HB 6798
Permits state employees to donate accrued sick or vacation leave, or personal days, to any other state employee who has need for a leave of absence.
- ▶ CT HR 28
- ▶ CT SR 22
Allows employees of the Department of Mental Retardation to donate vacation and/or personal leave to a specific department employee for sick time use.

Georgia

- ▶ GA HB 543
Allows a board of education to establish a sick leave bank in which participating employees may donate or withdraw sick leave.

Mississippi

- ▶ MS SB 2567
Permits employees to donate a portion of earned personal leave to another employee who is suffering from a catastrophic injury or illness or who has a member of his or her immediate family who is suffering from a catastrophic injury or illness.
- ▶ MS SB 2155
Permits school district employees to donate a portion of their unused accumulated personal leave or sick leave to another employee of the same or another school district who is suffering from a catastrophic injury or illness or who has a member of his or her immediate family suffering from a catastrophic injury or illness.

Oklahoma

- ▶ OK SB 1385
Permits state employees to donate annual leave or sick leave to a fellow state employee who has exhausted or will exhaust all types of paid leave.

Washington

- ▶ WA SB 6059
Permits state employees to pool sick leave for use by a participating employee who has used all of the sick leave that has been personally accrued by him or her.



Economic Supports:

Illinois

- ▶ IL HB 3470
Establishes a Family Leave Insurance Program to provide income support for a reasonable period while an employee is away from work on family leave.

Nebraska

- ▶ NE LB 413
Establishes a wage savings act to allow workers to set aside tax-exempt funds to be used while on leave.

New Jersey

- ▶ NJ AB 173
Establishes the need for and benefits of using a portion of unemployment insurance funds to provide family leave insurance.

New York

- ▶ NY AB 6150
- ▶ NY SB 2836
Establishes the Family and Medical Leave Independent Savings Account Act.

Pennsylvania

- ▶ PA HB 1459
Requests the establishment of the family temporary care insurance program as a component of the unemployment compensation program.

Washington

- ▶ WA HB 1173
- ▶ WA SB 5069
Establishes limited income support while an individual is away from work on family leave and requests an increase in workplace flexibility so that individuals may provide caregiving services for family members while maintaining employment.



Employer Incentives:

New Mexico

- ▶ NM SB 448
Establishes a tax credit for employers who provide paid family medical leave to their employees.

Oklahoma

- ▶ OK HB 1803
Establishes benefits for employers who provide paid leave under the Family and Medical Leave Act for the birth of the child of the employee or the placement of a child for adoption with the employee.

Pennsylvania

- ▶ PA HB 685
Establishes a tax credit to small businesses that offer twelve weeks of paid family and medical leave annually.

The Network has additional resources related to this topic:

1. The Network has Topic Pages on Family Leave and the Family and Medical Leave Act. To view:

a) go back to our home page www.bc.edu/wfnetwork/, b) click on the appropriate user group (Research/Teaching, Workplace Practice, or State Policy), and c) choose 'Family Leave' or 'Family and Medical Leave Act' from the Topics List.

2. Our database of academic literature contains the citations and annotations of literature related to the issue of family leave and the Family and Medical Leave Act.

You can connect to this database at:

http://library.bc.edu/F?func=find-b-0&local_base=BCL_WF

3. For a list of bills and statutes related to other topics, please visit:

<http://wfnetwork.bc.edu/bills.php?area=policy>