



Summary of Leave Law Changes

Private Employer Sector

For the period covering: August 2013



sedgwick

Table of Contents

California	3
Paid Family Leave Amendments – Proposed	3
Domestic Violence Amendments – Proposed	3
Michigan	4
Family Military Leave – Proposed	4
New Jersey	5
Family Medical Leave – Proposed	5
New Jersey Continued	6
Domestic Violence Leave – Passed – <i>Reminder</i>	6

The Information contained within this document is intended to provide summary level information on proposed or enacted laws related to family and medical leave. It is not intended to provide guidance on the application of these legal requirements or as an update to your Company’s attendance and/or leave policies. We recommend you consult with Legal Counsel to determine what changes, if any, should be applied to Company Policy.

California

Paid Family Leave Amendments – Proposed

SB 770. Modified: August 30, 2013. Representative: Jackson.

SB 770, if passed, would expand the scope of the family temporary disability program to include time off to care for a seriously ill grandparent, grandchild, sibling, or parent-In-law. The bill would also make conforming and clarifying changes in provisions relating to family temporary disability compensation.

Under existing law, workers are required to pay contributions to the Unemployment Compensation Disability Fund, a special fund in the State Treasury, and those funds are continuously appropriated for the purpose of providing disability benefits and making payment of expenses in administering those provisions.

This bill, by authorizing expenditure of money in the Unemployment Compensation Disability Fund for a new purpose, would make an appropriation.

If passed, the changes would take effect July 1, 2014.

The bill can reviewed by visiting [here](#).

Domestic Violence Amendments – Proposed

SB 400. Modified: August 7, 2013. Representative: Jackson.

SB 400, if passed, would modify the domestic violence leave requirements for the employee notice and limit who can certify the need for leave when there is stalking involved. Certification would still be acceptable from a medical professional or domestic violence counselor but no longer from an advocate or advocate for victims.

The bill can reviewed by visiting [here](#).

Michigan

Family Military Leave – Proposed

SB 448. Modified: August 20, 2013. Representative: Gregory

SB 448, if passed, would provide for family military leave from employment for the spouse of an individual deployed in active military service under certain conditions. The bill also prohibits retaliation for use of family military leave.

In order the employee to be eligible, they will have had to work at least 1,250 hours during the preceding 12 months. Active duty would not include time for training for purposes of this leave. Family military leave means time off from work while the employee's spouse is deployed or on leave from deployment in the armed forces of the United States during a period of military conflict.

The bill can reviewed by visiting [here](#).

New Jersey

Family Medical Leave – Proposed

AB 2866. Modified: August 10, 2013. Representative: Jimenez.

If passed, this bill would amend the "Family Leave Act," to provide up to 48 hours of leave time during any 12-month period for an employee covered under that act so that the employee may:

1. Attend or participate in school functions or activities of a child of the employee, including theatrical productions, sporting events, classroom observations, parent-Teacher conferences or other meetings concerning the education of the child; or
2. Accompany the child to routine medical or dental appointments, including checkups or vaccinations. The bill gives the employee the option of taking the leave in increments as short as two hours.

This leave would provide for school and medical family leave.

The bill can be reviewed by visiting [here](#).

New Jersey Continued

Domestic Violence Leave – Passed – Reminder

S 2177. Effective October 1, 2013. Representative: Madden.

As a reminder, on July 17, Governor Chris Christie signed into law the New Jersey Security and Financial Empowerment Act (SAFE Act), which provides victims of domestic violence and their family members the right to take 20 days of unpaid leave within the year following an incident of domestic violence or a sexually violent offense. The SAFE Act takes effect on October 1, 2013.

The SAFE Act covers the vast majority of employers in New Jersey, including all private and public entities with 25 or more employees. Employees will be eligible for leave pursuant to the Act if they have worked for their current employer for at least 12 months and at least 1,000 hours in the 12-month period preceding the leave.

The SAFE Act provides leave to eligible employees who (1) are a victim of domestic violence or a sexually violent offense or (2) have a family member—defined as a parent, child, spouse, domestic partner, or civil union spouse of the employee—who is a victim of domestic violence or a sexually violent offense. Leave under the SAFE Act may be taken for any of the following reasons:

1. To seek medical attention or recover from physical or psychological injuries resulting from a domestic violence or a sexually violent offense,
2. To obtain services from a victim services organization,
3. To obtain psychological counseling,
4. To participate in safety planning, relocating, or other actions to increase the safety of the employee or to ensure economic security,
5. To seek legal assistance to ensure health and safety or to participate in civil or criminal proceedings related to or derived from a domestic violence or a sexually violent offense,
6. To attend, participate in, or prepare for a civil or criminal court proceeding.

The SAFE Act requires employees provide advance written notice of the leave whenever the need for leave is foreseeable. Employers may require documentation of the need for leave.

The Act can be reviewed by visiting [here](#).