



Summary of Leave Law Changes

Private Employer Sector

For the period covering: March 2013



sedgwick

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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.

Federal

Healthy Families Act – Proposed

S 631. Proposed: March 20, 2013; Representative Harkin.

S 631 is called the Healthy Families Act. This act would allow Americans to earn paid sick time so they can address their own health needs and the health needs of their families. The act would require employers to permit employees to earn up to 56 hours of paid sick leave time including time for family care. The act would include domestic partner relationships. In addition, domestic violence, sexual assault and stalking would be covered situations where paid sick time could be used.

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

Family Military Leave – Proposed

HR 1333. Proposed: March 21, 2013; Representative Cartwright.

HR 1333 is called the Military Family Leave Act of 2013. This act would grant family of members of the uniformed services temporary annual leave during the deployment of such members. An eligible employee would be entitled to two workweeks of leave for each family member during a 12 month period which could be taken intermittently.

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

California

Paid Family Leave – Proposed Amendment

SB 770. Modified: March 19, 2013; Sponsor: Jackson.

SB 770 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 a few edits and clarifying changes within the text of the regulation. This bill is set for hearing April 24, 2013.

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

Georgia

Parent Protection Act- Proposed

HB 166. Modified: March 1, 2013; Representative Bruce.

HB 166 is called the Parent Protection Act. This act would provide leave for employees to attend school conferences and medical appointments. An employee would be entitled to a total of 24 hours of leave during any 12 month period for the following:

1. To attend a medical appointment for the employee or the employee's spouse or child;
2. To accompany an elderly relative to a medical appointment; or
3. To attend a school conference for a child of the employee when the appointment or school conference cannot reasonably be scheduled during the employee's non-work hours.

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

Missouri

Domestic Violence Leave – Proposed

HB 946. Introduced: March 28, 2013; Representative: Schupp.

HB 946 would create a right for an employee to take unpaid leave when they are affected by domestic violence and provide for a reasonable accommodation when applicable. An employee who is a victim of domestic violence or has a family or household member who is a victim of domestic violence would be able to take unpaid leave from work for the reasons below:

1. Seeking medical attention for, or recovering from, physical or psychological injuries caused by domestic violence to the employee or the employee's family or household member;
2. Obtaining services from a victim services organization for the employee or the employee's family or household member;
3. Obtaining psychological or other counseling for the employee or the employee's family or household member;
4. Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety of the employee or the employee's family or household member from future domestic violence or ensure economic security; or
5. Seeking legal assistance or remedies to ensure the health and safety of the employee or the employee's family or household member, including preparing for or participating in any civil or criminal legal proceeding related to or derived from domestic violence.

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

Pennsylvania

Family and Medical Leave Act - Proposed

SB 685. Introduced: March 14, 2013; Sponsor: Dinniman.

SB 685 would provide for state family and medical leave for eligible employees. The bill would require employers provide up to six weeks of the same leave for which an employee is entitled to under the Family Medical Leave Act (FMLA) but only to care for the employee's sibling, grandparent or grandchild provided there is no living spouse or parent less than 65 years of age available.

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