



leave and disability regulatory compliance
Summary of leave legislation

Private employer sector
August 2017

Table of contents

California	1
Lactation in the Workplace.....	1
Illinois	2
Volunteer Emergency Workers	2
Pennsylvania	3
Paid Family Leave Act	3

San Francisco, California

Ordinance No. 131-17 – Lactation in the Workplace
Signed by the Mayor July 30, 2017
Informational only – Sedgwick does not administer

This [new law](#), which becomes effective January 1, 2018, requires private employers in the City of San Francisco to provide break time for employees to express breast milk. This break time is concurrent with any required paid break time; however, if additional time is required, the employee is entitled to an unpaid extended break.

Employees also must be provided a private non-bathroom space for the purposes of expressing milk, which must be in close proximity to the employee's work area. The location must:

- Be safe, clean and free of toxic or hazardous materials;
- Contain a surface (e.g. a table or shelf) to place a breast pump and other personal items;
- Contain a place to sit; and
- Have access to electricity

In addition, employers must provide access to a refrigerator for the storage of breast milk and access to a sink with running water that are in close proximity to the employee's work area. If the space provided for lactation is to be used for other purposes, priority must be given to employees using the space for lactation accommodations.

Under this new law, employers are required to develop and implement a policy regarding lactation accommodation, which includes a statement of employees' rights and identifies a process by which employees may request such an accommodation. Employers must respond to a request for lactation accommodation within five business days and engage in an interactive process to determine the appropriate break periods and locations for the accommodation. Employers must distribute their lactation accommodation policy to all employees upon hire and to any employee who inquires about or requests pregnancy or parental leave.

Employers may qualify for an exception from this requirement if they can show that such a requirement would impose an undue hardship by causing the employer significant expense or operational difficulty.

Illinois

SB 1895 – Volunteer Emergency Workers Signed by the Governor August 24, 2017

This bill amends the Emergency Medical Services Systems Act to provide job protections to volunteer emergency medical services personnel and firefighters. Such employees may not be disciplined by their employer for responding to an emergency phone call or emergency text message during work hours. This [new law](#) does not diminish or supersede an employer's written workplace policy, administrative guidelines or other applicable written rules governing the use of cell phones.

Sedgwick's standard leave offering includes tracking of leave for employees who are volunteer emergency workers as required by Illinois' Volunteer Emergency Worker Job Protection Act (50 ILCS 748). Employers should review their internal policies to ensure they are up to date with the requirements created by this amendment to the law.

Pennsylvania

SB 862 – Paid Family Leave Act Introduced August 29, 2017

Under this [proposed law](#), employers with at least four employees in the state of Pennsylvania would be required to provide a minimum of 12 weeks of paid leave to an eligible employee for the purposes of caring for a child. Pennsylvania workers could take leave starting with the beginning of a pregnancy, up to one year after the birth, adoption or placement of a child. Leave wages would be paid at the same weekly average paid prior to the commencement of leave.

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.



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