



Summary of Leave Law Changes

Private Employer Sector

For the period covering: February 2014



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

State Marriage Defense Act of 2014 – Proposed

US S 2024. Proposed: February 12, 2014. Sponsor: Cruz.

If passed, S 2024 would protect a State’s definition of marriage. Specifically it would require that the term “marriage” not include any relationship which that State, territory, or possession does not recognize as a marriage. In addition, the term “spouse” shall not include an individual who is a party to a relationship that is not recognized as a marriage by that State, territory, or possession.

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

Family and Medical Leave Enhancement Act of 2014 – Proposed

US HR 3999. Proposed: February 5, 2014. Sponsor: Maloney.

If passed, HR 3999 would amend the Family and Medical Leave Act of 1993 and title 5 of the United States Code, to allow employees to take, as additional leave, parental involvement leave to participate in or attend their children’s and grandchildren’s educational and extracurricular activities. In addition, it would clarify that leave may be taken for routine family medical needs and to assist elderly relatives, and for other purposes.

HR 3999 would allow an employee covered by FMLA to take up to 4 hours during any 30-day period, and up to 24 hours during any 12-month period, of parental involvement leave to:

1. participate in or attend activities that are sponsored by a school or community organization, and
2. relate to a program of the school or organization that is attended by the employee's child or grandchild.

Employees would be permitted to the use of such parental involvement leave to meet routine family medical care needs, including:

1. such employee's medical and dental appointments, or their spouse, child, or grandchild; and
2. the care needs of their related elderly individuals, including visits to nursing homes and group homes.

An employer would be able to require certification supporting such requests.

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

Connecticut

Family Leave Amendment – Proposed

CT HB 5283. Proposed: February 20, 2014. Representative: Labor and Public Employees Committee.

If passed, HB 5283 would amend the state’s family and medical leave to include additional relationships. If passed, parent-in-law, sibling, grandparent and grandchild would be added.

Specifically the language would be amended to include leave to care for the spouse, [or a] son, daughter, [or] parent, parent-in-law, sibling, grandparent or grandchild of the employee, if such [spouse, son, daughter or parent] individual has a serious health condition.

The proposed amended language can be reviewed by visiting [here](#).

Illinois

Family Leave Insurance – Proposed

HB 5409. Proposed: February 12, 2014. Representative: Gabel.

If passed, HB 5409 would create a family leave insurance program to establish a fund to provide income support for employees who are temporarily unable to work due to their own serious illness or their need to provide care to a newborn, newly adopted or newly placed foster child, or to a seriously ill family member.

If passed, it would be effective January 1, 2015.

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

Family Care Provider Act – Proposed

SB 3105. Proposed: February 7, 2014. Representative: Collins.

If passed, SB 3105 would create the Illinois Family Care Provider Act. The Act would provide that an employer must provide up to 12 weeks of unpaid family medical leave to an employee during any 12-month period in connection with one or more of the following:

1. the birth or adoption of a grandchild, in order for the employee to care for such grandchild;
2. the placement of a grandchild with the employee for adoption or foster care;
3. or a serious health condition of a grandchild, in order for the employee to care for such grandchild, or a serious health condition of a grandparent, in order for the employee to care for such grandparent.

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

Nebraska

Paid Family Leave – Proposed

LB 955. Proposed: January 31, 2014. Representative: Dubas.

If LB 955 passed, it would create a family leave program that provides income replacement to eligible workers for family care giving or bonding with a new child.

Paid family leave would be provided for leave taken by an employee to care for a family member with a serious health condition or to be with a child during the first twelve months after the child's birth, if the employee is a biological parent of the child or the first twelve months after a placement for adoption.

An employee would be able to take up to 6 consecutive work weeks or up to 42 days on an intermittent basis of paid family medical leave per year if eligible for such leave under the Paid Family Medical Leave Act.

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

New Jersey

Family Leave Insurance – Proposed

SB 1326. Proposed: February 26, 2014. Representative: Van Drew.

If passed, SB 1326 would provide family leave insurance for first responders. This bill would provide a first responder, who has a family member, who was also a first responder for the same entity, and who was killed in the line of duty, with up to 52 weeks of paid family leave to be taken within 24 months of the incident.

First responders are defined under the bill as a law enforcement officer, paid firefighter, paid member of a duly incorporated first aid, emergency, ambulance, or rescue squad association, or any other individual who, in the course of employment, is dispatched to the scene of a motor vehicle accident or other emergency situation for the purpose of providing medical care or other assistance.

Family leave insurance benefits would provide compensation equal to 66 2/3% of the individual's average weekly wage, up to a maximum of \$572.

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

Family Leave Notice Amendment – Proposed

SB 1519. Proposed: February 27, 2014. Representative: Codey.

If passed, SB 1519 would require employers and health care providers to provide a single, consolidated notice regarding temporary disability benefits, family leave benefits, and related unemployment benefits. The notice would also provide information about family and medical leave rights.

Currently, employers are required to post, and provide directly to employees in certain circumstances, two separate notices, one regarding temporary disability benefits, and the other regarding family leave benefits. The bill consolidates the two notices into a single notice provided by the Department of Labor and Workforce Development, requires employers to provide copies of the notice to employees at least twice annually, and requires the notice to include information about temporary disability benefits, family leave benefits, related unemployment benefits, and worker rights.

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