



Summary of Leave Law Changes

Private Employer Sector

For the period covering: May 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.

Arizona

Jury Duty and Court Leave, Crime Victim Leave Amendment – Passed

H. 2563. Effective: July 24, 2014. Representative: Pierce.

The state law protecting crime victims has been amended. An employer who has 50 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year must allow an employee who is a victim of a juvenile offense to:

1. leave work to exercise the employee's right to be present at a proceeding;
2. obtain or attempt to obtain an order of protection, an injunction against harassment or any other injunctive relief to help ensure the health, safety or welfare of the victim or the victim's child.

This law becomes effective July 24, 2014.

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

California

Paid Family Leave Amendments – Passed

Reminder

On July 1, 2014, the amendments to the California's Paid Family Leave Program, which provides wage replacement benefits under the State Disability Insurance Program, become effective.

As a reminder, Gov. Jerry Brown (D) signed legislation ([SB 770](#)) that expanded California's Paid Family Leave program to include a paid benefit for workers who take time off to care for seriously ill grandparents, grandchildren, siblings and in-laws.

Additional information can be found on the California EDD Website [here](#).

District of Columbia

Organ Donation – Proposed

DC B40. Proposed: May 28, 2014. Representative: Alexander.

If passed, the bill would classify organ donation as medical leave under the DC Family and Medical Leave Act. The leave would provide eligible employees up to 16 workweeks in a 24 month period. The leave could be used intermittently as medically necessary.

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

New York

Sick Leave – Proposed

SB 7752. Proposed: June 6, 2014. Representative: Avella.

If passed, this bill would allow employees to use accrued and available sick leave to provide care to immediate family, household members or domestic partners in those medical situations not covered by the federal Family and Medical Leave Act. The accrued time could be used in full day or partial day increments and during any calendar year.

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

Wisconsin

Organ Donation Leave – Proposed

AB 906. Modified: May 14, 2014. Representative: Mason.

If passed, AB 906 would allow an employee of an employer to take no more than six weeks of leave in a 12-month period for the purpose of serving as a donor of an organ that requires the continuous circulation of blood to remain useful for purposes of transplantation. The employee must provide the employer with written verification that the employee is to serve as an organ donor (organ donation leave).

The bill applies to any employee of an employer regardless of the number of weeks and hours that the employee has worked for the employer. The bill does not apply to a state employee who under current law is already permitted to take a leave of absence of 30 workdays for the purpose of serving as an organ donor.

An employee is not entitled to receive wages or salary while taking organ donation leave, but may substitute, for portions of that leave, other types of paid or unpaid leave provided by the employer. An employee who intends to take organ donation leave must give the employer advance notice of the organ donation and must make a reasonable effort to schedule the organ donation so that the organ donation does not unduly disrupt the operations of the employer, subject to the approval of the health care provider of the organ donee.

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