

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 2278 Session of  
2010

INTRODUCED BY MCILVAINE SMITH, BELFANTI, BRENNAN, BROWN,  
CONKLIN, FREEMAN, HARKINS, JOSEPHS, M. O'BRIEN, PARKER,  
SANTONI, SIPTROTH AND YOUNGBLOOD, MARCH 5, 2010

REFERRED TO COMMITTEE ON LABOR RELATIONS, MARCH 5, 2010

AN ACT

1 Providing for family and medical leave for eligible employees.

2 The General Assembly of the Commonwealth of Pennsylvania

3 hereby enacts as follows:

4 Section 1. Short title.

5 This act shall be known and may be cited as the Pennsylvania  
6 Family and Medical Leave Act.

7 Section 2. Definitions.

8 The following words and phrases when used in this act shall  
9 have the meanings given to them in this section unless the  
10 context clearly indicates otherwise:

11 "Department." The Department of Labor and Industry of the  
12 Commonwealth.

13 "Eligible employee." As defined in the Family and Medical  
14 Leave Act of 1993 (Public Law 103-3, 29 U.S.C. § 2601 et seq.).

15 "FMLA." The Family and Medical Leave Act of 1993 (Public Law  
16 103-3, 29 U.S.C. § 2601 et seq.).

17 Section 3. Eligibility.

1       (a) General rule.--An employer subject to this section shall  
2 provide the same leave to an eligible employee to which the  
3 eligible employee is entitled under the FMLA with respect to a  
4 spouse, son, daughter or parent of the eligible employee for the  
5 eligible employee's sibling, grandparent or grandchild.

6       (b) Protections.--An eligible employee who takes leave  
7 provided under subsection (a) is entitled to the same  
8 protections and rights that an eligible employee is entitled to  
9 under the FMLA, including protection from discrimination and  
10 interference, the right to reinstatement and the right to  
11 continuation of health care benefits.

12       (c) Amount of leave.--The amount of leave taken by an  
13 eligible employee under the FMLA during a 12-month period shall  
14 be counted against the amount of leave the eligible employee is  
15 entitled to under this section.

16       (d) Applicability.--This section applies to employers in  
17 this Commonwealth that are subject to the FMLA.

18 Section 4. Regulation.

19       The department may promulgate regulations necessary to  
20 implement the provisions of this act.

21 Section 5. Effective date.

22       This act shall take effect immediately.