

THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 681 Session of
2015

INTRODUCED BY DINNIMAN, RAFFERTY, FONTANA, KITCHEN AND COSTA,
APRIL 8, 2015

REFERRED TO LABOR AND INDUSTRY, APRIL 8, 2015

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

13 "FMLA." The Family and Medical Leave Act of 1993 (Public Law
14 103-3, 29 U.S.C. § 2601 et seq.).

15 Section 3. Eligibility.

16 (a) General rule.--An employer subject to this section shall
17 provide up to six weeks of the same leave to an eligible

1 employee to which the eligible employee is entitled under the
2 FMLA with respect to a spouse, son, daughter or parent, but only
3 for the eligible employee's sibling, grandparent or grandchild
4 provided the sibling, grandparent or grandchild has no living
5 spouse, child over 17 years of age or parent under 65 years of
6 age.

7 (b) Protections.--An eligible employee who takes leave
8 provided under subsection (a) is entitled to the same
9 protections and rights that an eligible employee is entitled to
10 under the FMLA.

11 (c) Amount of leave.--The amount of leave taken by an
12 eligible employee under this section shall not exceed six weeks
13 during a 12-month period.

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

16 Section 4. Effective date.

17 This act shall take effect immediately.