

AMENDMENTS TO SENATE BILL NO. 479

Sponsor: SENATOR WARD

Printer's No. 468

1 Amend Bill, page 1, by inserting between lines 10 and 11

2 "Department." The Department of Labor and Industry of the
3 Commonwealth.

4 Amend Bill, page 1, by inserting between lines 15 and 16

5 "Grandparent." A biological or adoptive grandfather or
6 grandmother or stepgrandfather or stepgrandmother.

7 "Grandchild." A biological or adoptive grandson or
8 granddaughter or stepgrandson or stepgranddaughter.

9 "Sibling." A biological or adoptive brother or sister or
10 stepbrother or stepsister.

11 Amend Bill, page 2, line 1, by inserting after "same"

12 unpaid

13 Amend Bill, page 2, line 3, by striking out "with respect"

14 Amend Bill, page 2, line 3, by inserting after "to"

15 care for

16 Amend Bill, page 2, line 4, by inserting after "only"

17 to care

18 Amend Bill, page 2, line 5, by striking out "provided" and

19 inserting

20 if

21 Amend Bill, page 2, line 6, by striking out all of said line

22 and inserting

23 sibling, grandparent or grandchild:

24 (1) does not have a living spouse, child

25 Amend Bill, page 2, line 7, by striking out the period after

26 "age" and inserting

27 ; and

1 (2) has a certified terminal illness.

2 Amend Bill, page 2, line 12, by striking out all of said line
3 and inserting

4 (c) Amount of leave.--

5 (1) The amount of leave taken by an

6 Amend Bill, page 2, line 14, by inserting after "period."

7 The 12-month period shall be determined in the same
8 manner that the employer determines the 12-month period for
9 leave under the Family and Medical Leave Act of 1993.

10 (2) Leave must be taken in a minimum of one-week
11 increments.

12 (3) Leave taken by an eligible employee under the Family
13 and Medical Leave Act of 1993 shall reduce an employee's
14 leave entitlement in any applicable 12-month period under
15 this section, provided that leave taken by an employee in
16 accordance with this section shall not reduce the employee's
17 leave entitlement under the Family and Medical Leave Act of
18 1993.

19 (d) Employee notice of leave.--An employee shall provide
20 written or verbal notice of the need to take leave under this
21 section to the employer as soon as practicable.

22 (e) Medical certification.--

23 (1) An employer may require certification from a
24 physician to verify terminal illness of an employee providing
25 notice of the need to take leave under this section.

26 (2) The department shall develop a form that may be used
27 to provide medical certification under this subsection.

28 (f) Employer posting.--An employer shall post and maintain
29 in a conspicuous place a printed abstract, developed by the
30 department, with the provisions of this act.

31 Section 4. Complaints.

32 An employee may file a complaint with the department on a
33 form prescribed by the department if the employee:

34 (1) is denied leave;

35 (2) believes that the employee is entitled to that
36 leave; and

37 (3) believes that the employer has violated section
38 3(b).

39 Section 5. Administration.

40 The department has the following power and duties:

41 (1) Provide the abstract for employer posting on the
42 department's publicly accessible Internet website.

43 (2) Provide the medical certification form referenced in
44 section 3(e) on the department's publicly accessible Internet
45 website.

46 (3) Provide the employee complaint form on the
47 department's publicly accessible Internet website.

1 (4) Develop procedures to investigate and resolve
2 complaints.
3 (5) Promulgate regulations as necessary to administer
4 this act.

5 Amend Bill, page 2, line 15, by striking out "4" and
6 inserting

7 6

8 Amend Bill, page 2, line 16, by striking out "immediately"
9 and inserting

10 in 60 days