THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 479 Session of 2017

INTRODUCED BY DINNIMAN, LEACH, RAFFERTY, FONTANA, SCHWANK, COSTA, KILLION, BREWSTER AND TARTAGLIONE, MARCH 1, 2017

REFERRED TO LABOR AND INDUSTRY, MARCH 1, 2017

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   "Employer." An employer in this Commonwealth that is subject

14 to the Family and Medical Leave Act of 1993 (Public Law 103-3,

15 29 U.S.C. § 2601 et seq.).

16 Section 3. Eligibility.

17   (a) General rule.--An employer shall provide up to six weeks

1 of the same leave to an eligible employee to which the eligible

2 employee is entitled under the Family and Medical Leave Act of

3 1993 (Public Law 103-3, 29 U.S.C. 2601 et seq.) with respect to

4 a spouse, son, daughter or parent, but only for the eligible

5 employee's sibling, grandparent or grandchild, provided the

6 sibling, grandparent or grandchild has no living spouse, child

7 over 17 years of age or parent under 65 years of age.

8   (b) Protections.--An eligible employee who takes leave

9 provided under subsection (a) is entitled to the same

10 protections and rights that an eligible employee is entitled to

11 under the Family and Medical Leave Act of 1993.

12   (c) Amount of leave.--The amount of leave taken by an

13 eligible employee under this section shall not exceed six weeks

14 during a 12-month period.

15 Section 4. Effective date.

16   This act shall take effect immediately.