
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 933 Session of
2019

INTRODUCED BY BARRAR, SAPPEY, DeLUCA, JAMES, MURT, NEILSON, PYLE
AND READSHAW, MARCH 25, 2019

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MARCH 25, 2019

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 FMLA.

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

16 Section 3. Eligibility.

17 (a) General rule.--The following apply:

1 (1) An employer shall provide up to six weeks of the
2 same leave to an eligible employee to which the eligible
3 employee is entitled under the FMLA with respect to a spouse,
4 son, daughter or parent for the eligible employee's sibling,
5 grandparent or grandchild if the eligible employee's sibling,
6 grandparent or grandchild does not have an able-bodied
7 spouse, an able-bodied child who is 18 years of age or older
8 or an able-bodied parent who is under 65 years of age.

9 (2) An employer may require an eligible employee to
10 submit written documentation from a physician stating that
11 the spouse, child or parent under paragraph (1) is medically
12 unable to assist in the caregiving activities of the
13 employee's sibling, grandparent or grandchild.

14 (b) Protections.--Except as otherwise provided in this act,
15 an eligible employee who takes leave provided under subsection
16 (a) is entitled to the same protections and rights that an
17 eligible employee is entitled to under the FMLA.

18 (c) Amount of leave.--The amount of leave taken by an
19 eligible employee under this section shall not exceed 6 weeks
20 during a 12-month period.

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

23 Section 4. Effective date.

24 This act shall take effect immediately.