

## 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." The 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.--An employer subject to this section shall

1 provide up to 12 weeks of the same leave to an eligible employee  
2 to which the eligible employee is entitled under the FMLA with  
3 respect to a spouse, son, daughter or parent, but only for the  
4 eligible employee's sibling, grandparent or grandchild if the  
5 sibling, grandparent or grandchild:

6 (1) Does not have a living spouse, child over 17 years  
7 of age or parent under 65 years of age.

8 (2) Has a certified terminal illness.

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

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

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

18 Section 4. Effective date.

19 This act shall take effect immediately.