

## 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

(2) has a certified terminal illness.

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

(c) Amount of leave.--

(1) The amount of leave taken by an

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

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

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

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

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

(e) Medical certification.--

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

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

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

#### Section 4. Complaints.

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

(1) is denied leave;

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

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

#### Section 5. Administration.

The department has the following power and duties:

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

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

(3) Provide the employee complaint form on the 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