
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 1634 Session of
2017

INTRODUCED BY BRIGGS, DEAN, O'BRIEN, RABB, THOMAS, DRISCOLL,
SCHLOSSBERG, YOUNGBLOOD, FRANKEL, KINSEY, SOLOMON, V. BROWN,
DONATUCCI, MADDEN, DALEY, DAVIS, BOYLE, McCARTER AND
WHEATLEY, JUNE 28, 2017

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, JUNE 28, 2017

AN ACT

1 Providing for paid family and medical leave for eligible
2 employees under certain circumstances and for regulations by
3 the Department of Labor and Industry.

4 The General Assembly of the Commonwealth of Pennsylvania
5 hereby enacts as follows:

6 Section 1. Short title.

7 This act shall be known and may be cited as the Paid Family
8 Leave Act.

9 Section 2. Definitions.

10 The following words and phrases when used in this act shall
11 have the meanings given to them in this section unless the
12 context clearly indicates otherwise:

13 "Department." The Department of Labor and Industry of the
14 Commonwealth.

15 "Eligible employee." As defined in the Family and Medical
16 Leave Act of 1993 (Public Law 103-3, 29 U.S.C. § 2601 et seq.),
17 an employee who is the parent through birth, adoption or

1 placement through foster care of a new child.

2 "Employer." A person engaged in commerce or an industry or
3 activity affecting commerce who employs at least four employees
4 in this Commonwealth for each working day during each of 20 or
5 more calendar workweeks in the current or preceding calendar
6 year. The term includes:

7 (1) A person who acts, directly or indirectly, in the
8 interest of an employer to any of the employees of the
9 employer and any successor in interest of the employer.

10 (2) The Commonwealth and any of its political
11 subdivisions and municipal authorities.

12 "FMLA." The Family and Medical Leave Act of 1993 (Public Law
13 103-3, 29 U.S.C. § 2601 et seq.).

14 Section 3. Eligibility.

15 (a) General rule.--An employer subject to this section shall
16 provide not less than 12 weeks of paid leave to an eligible
17 employee to care for a child during the period extending from
18 the beginning of a pregnancy to one year after the birth,
19 adoption or placement of the child.

20 (b) Protections.--An eligible employee who takes leave
21 provided under subsection (a) is entitled to the same
22 protections and rights that an eligible employee is entitled to
23 under the FMLA, including protection from discrimination and
24 interference, the right to reinstatement and the right to
25 continuation of health care benefits.

26 (c) Amount of leave and benefits.--

27 (1) The amount of leave taken by an eligible employee
28 under this section during a 12-month period shall be counted
29 against the amount of leave the eligible employee is entitled
30 to under the FMLA and may be taken at any time from the

1 beginning of the pregnancy to up to one year after birth,
2 adoption or placement.

3 (2) An eligible employee entitled to paid leave under
4 this act shall be paid, during the period of leave, the
5 eligible employee's full rate of pay the eligible employee
6 received before the period of leave commences or, if the rate
7 of pay is based on an hourly rate, the weekly average
8 applicable during the four weeks before the period of leave
9 commences.

10 (3) An employer of an eligible employee entitled to paid
11 leave under this act may not, during the period of leave,
12 terminate, reduce or in any manner diminish the other
13 benefits or emoluments of employment to which the eligible
14 employee was entitled before the period of leave commences.

15 Section 4. Regulation.

16 The department may promulgate regulations necessary to
17 implement the provisions of this act.

18 Section 5. Effective date.

19 This act shall take effect in 60 days.