



General Assembly

February Session, 2006

Raised Bill No. 5011

LCO No. 644

00644_____KID

Referred to Committee on Select Committee on Children

Introduced by:
(KID)

AN ACT EXTENDING FAMILY AND MEDICAL LEAVE TO FOSTER PARENTS WHO ARE STATE EMPLOYEES.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 5-248a of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2006*):

3 (a) Each permanent employee, as defined in subdivision (21) of
4 section 5-196, shall be entitled to the following: (1) A maximum of
5 twenty-four weeks of family leave of absence within any two-year
6 period upon the birth or adoption of a child of such employee, or upon
7 the serious illness of a child, spouse or parent of such employee; [and]
8 (2) a maximum of twenty-four weeks of medical leave of absence
9 within any two-year period upon the serious illness of such employee
10 or in order for such employee to serve as an organ or bone marrow
11 donor; and (3) a maximum of four weeks of family leave of absence
12 within any one-year period upon the serious illness of a foster child of
13 the employee. Any such leave of absence shall be without pay. Upon
14 the expiration of any such leave of absence, the employee shall be
15 entitled (A) to return to the employee's original job from which the
16 leave of absence was provided or, if not available, to an equivalent

17 position with equivalent pay, except that in the case of a medical leave,
18 if the employee is medically unable to perform the employee's original
19 job upon the expiration of such leave, the Personnel Division of the
20 Department of Administrative Services shall endeavor to find other
21 suitable work for such employee in state service, and (B) to all
22 accumulated seniority, retirement, fringe benefit and other service
23 credits the employee had at the commencement of such leave. Such
24 service credits shall not accrue during the period of the leave of
25 absence.

26 (b) The leave of absence benefits granted by this section shall be in
27 addition to any other paid leave benefits and benefits provided under
28 subdivision (7) of subsection (a) of section 46a-60 which are otherwise
29 available to the employee.

30 (c) Any permanent employee who requests a medical leave of
31 absence due to the employee's serious illness or a family leave of
32 absence due to the serious illness of a child, spouse, [or] parent or
33 foster child pursuant to subsection (a) of this section shall be required
34 by the employee's appointing authority, prior to the inception of such
35 leave, to provide sufficient written certification from the physician of
36 such employee, child, spouse, [or] parent or foster child of the nature
37 of such illness and its probable duration. For the purposes of this
38 section, "serious illness" means an illness, injury, impairment or
39 physical or mental condition that involves (1) inpatient care in a
40 hospital, hospice or residential care facility, or (2) continuing treatment
41 or continuing supervision by a health care provider.

42 (d) Any permanent employee who requests a medical leave of
43 absence in order to serve as an organ or bone marrow donor pursuant
44 to subsection (a) of this section shall be required by the employee's
45 appointing authority, prior to the inception of such leave, to provide
46 sufficient written certification from the physician of such employee of
47 the proposed organ or bone marrow donation and the probable
48 duration of the employee's recovery period from such donation.

49 (e) Any permanent employee who requests a family leave of
50 absence pursuant to subsection (a) of this section shall submit to the
51 employee's appointing authority, prior to the inception of such leave, a
52 signed statement of the employee's intent to return to the employee's
53 position in state service upon the termination of such leave.

54 (f) Notwithstanding the provisions of subsection (b) of section 38a-
55 554, the state shall pay for the continuation of health insurance benefits
56 for the employee during any leave of absence taken pursuant to this
57 section. In order to continue any other health insurance coverages
58 during such leave, the employee shall contribute that portion of the
59 premium the employee would have been required to contribute had
60 the employee remained an active employee during the leave period.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2006	5-248a

Statement of Purpose:

To provide a leave of absence for state employees due to the serious illness of a foster child, provided such leave does not exceed four weeks during any one-year period.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]