



General Assembly

**Substitute Bill No. 5011**

February Session, 2006

\* \_\_\_\_\_HB05011GAE\_\_\_\_032406\_\_\_\_\_\*

**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 Section 5-248a of the general statutes is repealed and the  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)] (20)  
4 of 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

<b>KID</b>	<i>Joint Favorable Subst. C/R</i>	HS
<b>HS</b>	<i>Joint Favorable C/R</i>	GAE
<b>GAE</b>	<i>Joint Favorable</i>	