



General Assembly

January Session, 2011

Raised Bill No. 5465

LCO No. 746

00746_____LAB

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

**AN ACT CONCERNING FAMILY AND MEDICAL LEAVE BENEFITS
FOR CERTAIN MUNICIPAL EMPLOYEES.**

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

1 Section 1. Section 31-51rr of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2011*):

3 (a) Each political subdivision of the state shall grant any employee
4 of such political subdivision who is (1) a party to a civil union, as
5 defined in section 46b-38aa, and who has been employed for at least
6 twelve months by such employer and for at least one thousand two
7 hundred fifty hours of service with such employer during the previous
8 twelve-month period the same family and medical leave benefits
9 under the federal Family and Medical Leave Act, [Public Law] P.L.
10 103-3, and 29 CFR 825.112, as are provided to an employee who is a
11 party to a marriage, or (2) a paraprofessional and who has been
12 employed for at least twelve months by such employer and for at least
13 seven hundred hours of service with such employer during the
14 previous twelve-month period the same family and medical leave
15 benefits under the federal Family and Medical Leave Act, P.L. 103-3,
16 and 29 CFR 825.112 as are provided to an employee who has been

17 employed for at least twelve months by such employer and for at least
18 one thousand two hundred fifty hours of service with such employer
19 during the previous twelve-month period.

20 (b) (1) Any employee of a political subdivision of the state who has
21 worked at least twelve months and one thousand two hundred fifty
22 hours for such employer during the previous twelve-month period, or
23 (2) a paraprofessional employed by a political subdivision of the state
24 who has worked at least twelve months and seven hundred hours for
25 such employer during the previous twelve-month period may request
26 leave in order to serve as an organ or bone marrow donor, provided
27 such employee may be required, prior to the inception of such leave, to
28 provide sufficient written certification from the physician of such
29 employee of the proposed organ or bone marrow donation and the
30 probable duration of the employee's recovery from such donation.

31 (c) Nothing in this section shall be construed as authorizing leave in
32 addition to the total of twelve workweeks of leave during any twelve-
33 month period provided under the federal Family and Medical Leave
34 Act, [Public Law] P.L. 103-3.

35 (d) The Labor Department shall enforce compliance with the
36 provisions of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2011</i>	31-51rr

Statement of Purpose:

To grant certain ineligible municipal paraprofessionals the right to family and medical leave.

[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.]