



General Assembly

Substitute Bill No. 5465

January Session, 2011

* _____HB05465LAB__030211_____*

**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 Section 31-51rr of the general statutes is repealed and the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 from passage*):

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) on or after January 1, 2012, a school
12 paraprofessional with instructional responsibilities and who has been
13 employed for at least twelve months by such employer and for at least
14 eight hundred fifty hours of service with such employer during the
15 previous twelve-month period the same family and medical leave
16 benefits under the federal Family and Medical Leave Act, P.L. 103-3,
17 and 29 CFR 825.112 as are provided to an employee who has been
18 employed for at least twelve months by such employer and for at least
19 one thousand two hundred fifty hours of service with such employer

20 during the previous twelve-month period.

21 (b) (1) Any employee of a political subdivision of the state who has
22 worked at least twelve months and one thousand two hundred fifty
23 hours for such employer during the previous twelve-month period, or
24 (2) on or after January 1, 2012, any school paraprofessional with
25 instructional responsibilities employed by a political subdivision of the
26 state who has worked at least twelve months and eight hundred fifty
27 hours for such employer during the previous twelve-month period
28 may request leave in order to serve as an organ or bone marrow donor,
29 provided such employee may be required, prior to the inception of
30 such leave, to provide sufficient written certification from the
31 physician of such employee of the proposed organ or bone marrow
32 donation and the probable duration of the employee's recovery from
33 such donation.

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

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

40 (e) On or before January 1, 2012, the Labor Commissioner shall
41 promulgate regulations for the provision of family and medical leave
42 benefits to school paraprofessionals with instructional responsibilities
43 pursuant to this section.

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

LAB *Joint Favorable Subst.*