



General Assembly

February Session, 2012

**Substitute Bill No. 150**

\*       SB00150APP      042412      \*

**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 Section 31-51rr of the general statutes is repealed and the  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] marriage in which the other party is of the  
6       same sex as the employee, and who has been employed for at least  
7       twelve months by such employer and for at least one thousand two  
8       hundred fifty hours of service with such employer during the previous  
9       twelve-month period the same family and medical leave benefits  
10       under the federal Family and Medical Leave Act, [Public Law] P.L.  
11       103-3, and 29 CFR 825.112, as are provided to an employee who is a  
12       party to a marriage in which the other party is of the opposite sex of  
13       such employee, or (2) on or after the date regulations are adopted  
14       pursuant to subsection (f) of this section, a school paraprofessional in  
15       an educational setting who has been employed for at least twelve  
16       months by such employer and for at least nine hundred fifty hours of  
17       service with such employer during the previous twelve-month period  
18       the same family and medical leave benefits provided under  
19       subdivision (1) of this subsection to an employee who has been  
20       employed for at least twelve months by such employer and for at least  
21       one thousand two hundred fifty hours of service with such employer

22 during the previous twelve-month period.

23 (b) (1) Any employee of a political subdivision of the state who has  
24 worked at least twelve months and one thousand two hundred fifty  
25 hours for such employer during the previous twelve-month period, or  
26 (2) on or after the date regulations are adopted pursuant to subsection  
27 (f) of this section, a school paraprofessional in an educational setting  
28 who has been employed for at least twelve months by such employer  
29 and for at least nine hundred fifty hours of service with such employer  
30 during the previous twelve-month period may request leave in order  
31 to serve as an organ or bone marrow donor, provided such employee  
32 may be required, prior to the inception of such leave, to provide  
33 sufficient written certification from the physician of such employee of  
34 the proposed organ or bone marrow donation and the probable  
35 duration of the employee's recovery from such donation.

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

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

42 (e) For the purposes of subdivision (2) of subsections (a) and (b) of  
43 this section, no hours of service worked by a paraprofessional prior to  
44 the date regulations are adopted pursuant to subsection (f) of this  
45 section shall be included in the requisite nine hundred fifty hours of  
46 service.

47 (f) The Labor Commissioner shall promulgate regulations for the  
48 provision of family and medical leave benefits to school  
49 paraprofessionals in an educational setting 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
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**LAB**      *Joint Favorable Subst.-LCO*

**PD**        *Joint Favorable*

**APP**       *Joint Favorable*