



Substitute Senate Bill No. 150

Public Act No. 12-43

**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:

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 Section 31-51rr of the general statutes is repealed and the following is substituted in lieu thereof (*Effective from passage*):

(a) Each political subdivision of the state shall grant any employee of such political subdivision who is (1) a party to a [civil union, as defined in section 46b-38aa] marriage in which the other party is of the same sex as the employee, and who has been employed for at least twelve months by such employer and for at least one thousand two hundred fifty hours of service with such employer during the previous twelve-month period the same family and medical leave benefits under the federal Family and Medical Leave Act, [Public Law] P.L. 103-3, and 29 CFR 825.112, as are provided to an employee who is a party to a marriage in which the other party is of the opposite sex of such employee, or (2) on or after the date regulations are adopted pursuant to subsection (f) of this section, a school paraprofessional in an educational setting who has been employed for at least twelve months by such employer and for at least nine hundred fifty hours of service with such employer during the previous twelve-month period the same family and medical leave benefits provided under

Substitute Senate Bill No. 150

subdivision (1) of this subsection to an employee who has been employed for at least twelve months by such employer and for at least one thousand two hundred fifty hours of service with such employer during the previous twelve-month period.

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

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

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

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

(f) The Labor Commissioner shall promulgate regulations for the

Substitute Senate Bill No. 150

provision of family and medical leave benefits to school
paraprofessionals in an educational setting pursuant to this section.

Approved May 31, 2012