

---

---

## OLR Bill Analysis

### SB 184

#### ***AN ACT CONCERNING THE DEFINITION OF EMPLOYER IN THE FAMILY AND MEDICAL LEAVE ACT.***

#### **SUMMARY:**

The state's Family and Medical Leave Act (FMLA) requires private sector employers with 75 or more employees to provide qualifying employees with unpaid leave under certain circumstances. This bill specifies that the FMLA applies to employers with 75 or more employees in Connecticut.

EFFECTIVE DATE: Upon passage

#### **BACKGROUND**

##### ***State FMLA Provisions***

The state's FMLA provides up to 16 weeks of unpaid leave over a 24-month period. To qualify for the leave, an employee must have worked for his or her employer for at least (1) 12 months and (2) 1,000 hours during the 12-month period prior to using the leave. An employee can use the leave for a child's birth, or adoption; to take a foster child; to serve as an organ or bone marrow donor; to provide care for the employee's parent, child, spouse, or spouse's parent with a serious health condition; or for the employee's own serious health condition.

#### **COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable

Yea 11    Nay 0    (03/15/2012)