

OFFICE OF LEGISLATIVE RESEARCH
PUBLIC ACT SUMMARY



PA 12-43—sSB 150

*Labor and Public Employees Committee
Planning and Development Committee
Appropriations Committee*

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

SUMMARY: This act reduces the number of work hours school paraprofessionals in educational settings need to qualify for family and medical leave benefits. Under federal law, all municipal employees, including these paraprofessionals, qualify for benefits under the Family and Medical Leave Act (FMLA) if they have been employed by the municipality for at least 12 months and worked at least 1,250 hours in the previous 12 months.

The act requires boards of education to provide benefits equal to those provided by the federal FMLA to paraprofessionals who have (1) been employed by the board for at least 12 months and (2) worked at least 950 hours for the board during the 12 months prior to taking the benefit. It similarly reduces the work requirement, from 1,250 to 950 hours, for the paraprofessionals to request leave to serve as an organ or bone marrow donor.

The act requires the labor commissioner to adopt implementing regulations and specifies that the paraprofessionals cannot begin accruing the necessary 950 hours before then.

It also makes technical changes.

EFFECTIVE DATE: Upon passage

OLR Tracking: LH:KS:JL:ro