



General Assembly

February Session, 2016

Raised Bill No. 262

LCO No. 1949



Referred to Committee on VETERANS' AFFAIRS

Introduced by:
(VA)

***AN ACT CONCERNING THE CONNECTICUT FAMILY AND MEDICAL
LEAVE ACT AND ACTIVE DUTY MILITARY SERVICE.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Subsection (a) of section 31-51ll of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective from*
3 *passage*):

4 (a) (1) Subject to section 31-51mm, an eligible employee shall be
5 entitled to a total of sixteen workweeks of leave during any twenty-
6 four-month period, such twenty-four-month period to be determined
7 utilizing any one of the following methods: (A) Consecutive calendar
8 years; (B) any fixed twenty-four-month period, such as two
9 consecutive fiscal years or a twenty-four-month period measured
10 forward from an employee's first date of employment; (C) a twenty-
11 four-month period measured forward from an employee's first day of
12 leave taken under sections 31-51kk to 31-51qq, inclusive; or (D) a
13 rolling twenty-four-month period measured backward from an
14 employee's first day of leave taken under sections 31-51kk to 31-51qq,
15 inclusive.

16 (2) Leave under this subsection may be taken for one or more of the
17 following reasons:

18 (A) Upon the birth of a son or daughter of the employee;

19 (B) Upon the placement of a son or daughter with the employee for
20 adoption or foster care;

21 (C) In order to care for the spouse, or a son, daughter or parent of
22 the employee, if such spouse, son, daughter or parent has a serious
23 health condition;

24 (D) Because of a serious health condition of the employee; [or]

25 (E) In order to serve as an organ or bone marrow donor; or

26 (F) Because of any qualifying exigency, as determined in regulations
27 adopted by the United States Secretary of Labor, arising out of the fact
28 that the spouse, son or daughter, parent or next of kin of the employee
29 is on active duty, or has been notified of an impending call or order to
30 active duty, in the armed forces, as defined in subsection (a) of section
31 27-103.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	31-511l(a)

Statement of Purpose:

To provide under the Connecticut Family and Medical Leave Act a leave right related to military service provided under with the federal Family and Medical Leave Act.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]