



General Assembly

January Session, 2019

Committee Bill No. 1

LCO No. 3811



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Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

AN ACT CONCERNING PAID FAMILY AND MEDICAL LEAVE.

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

1 Section 1. (NEW) (*Effective from passage*) As used in this section and
2 sections 2 to 13, inclusive, of this act:

3 (1) "Covered employee" means an individual who (A) (i) has earned
4 not less than two thousand three hundred twenty-five dollars from one
5 or more employers during the employee's highest earning quarter
6 within the five most recently completed calendar quarters, and (ii) is
7 employed by an employer or not currently employed, (B) is a self-
8 employed individual or sole proprietor who is enrolled in the Family
9 and Medical Leave Insurance Program pursuant to section 8 of this act,
10 or (C) is a member of a collective bargaining unit that has negotiated
11 inclusion in the program, in accordance with chapter 68 of the general
12 statutes or sections 7-467 to 7-477, inclusive, of the general statutes;

13 (2) "Administrator" means the Labor Department;

14 (3) "Employ" means to allow or permit to work;

15 (4) "Employee" means an individual engaged in service to an
16 employer in this state in the business of the employer and includes a
17 self-employed individual or sole proprietor in the state who elects
18 coverage under section 8 of this act;

19 (5) "Employer" means a person engaged in any activity, enterprise
20 or business who employs one or more employees, and includes any
21 person who acts, directly or indirectly, in the interest of an employer to
22 any of the employees of such employer and any successor in interest of
23 an employer, and shall not include the state or a municipality, a local
24 or regional board of education or a nonpublic elementary or secondary
25 school, except when a collective bargaining unit negotiates inclusion of
26 the members of that collective bargaining unit in the program, in
27 accordance with chapter 68 of the general statutes or sections 7-467 to
28 7-477, inclusive, of the general statutes. The number of employees of
29 an employer shall be determined by the administrator on October first
30 annually;

31 (6) "Family and medical leave compensation" or "compensation"
32 means the paid leave provided to covered employees from the Family
33 and Medical Leave Insurance Trust Fund;

34 (7) "Family and Medical Leave Insurance Program" or "program"
35 means the program established in section 2 of this act;

36 (8) "Family and Medical Leave Insurance Trust Fund" or "trust"
37 means the trust fund established in section 3 of this act; and

38 (9) "Person" means one or more individuals, partnerships,
39 associations, corporations, limited liability companies, business trusts,
40 legal representatives or any organized group of persons.

41 Sec. 2. (NEW) (*Effective from passage*) (a) There is established a
42 Family and Medical Leave Insurance Program. The program shall be
43 administered by the administrator and shall offer up to twelve
44 workweeks of family and medical leave compensation to covered

45 employees during any twelve-month period. The program shall offer
46 two additional weeks of family and medical leave compensation to a
47 covered employee for a serious health condition that occurs during a
48 pregnancy that results in incapacitation.

49 (b) On or before July 1, 2020, the administrator shall begin collecting
50 contributions to the Family and Medical Leave Insurance Trust Fund,
51 established in section 3 of this act and, on and after July 1, 2021, shall
52 begin to provide compensation to covered employees. For the
53 purposes of this section and sections 3 to 13, inclusive, of this act, the
54 administrator shall have the power to (1) determine whether an
55 individual meets the requirements for compensation under this
56 section; (2) require a covered employee's claim for compensation
57 pursuant to this section be supported by certification pursuant to
58 section 31-51mm of the general statutes, as amended by this act, and
59 subsection (d) of section 31-51ss of the general statutes; (3) examine, or
60 cause to be produced or examined, any books, records, documents,
61 contracts or other papers relevant to the eligibility of a covered
62 employee; (4) summon and examine under oath such witnesses as may
63 provide information relevant to a covered employee's claim for family
64 and medical leave compensation; (5) establish procedures and forms
65 for the filing of claims for compensation, including the certification
66 required for establishing eligibility for such compensation; and (6)
67 ensure the confidentiality of records and documents relating to
68 medical certifications, recertifications or medical histories of covered
69 employees or covered employees' family members pursuant to section
70 31-51oo of the general statutes, as amended by this act.

71 (c) (1) Each employee shall contribute a percentage of his or her
72 weekly earnings to the Family and Medical Leave Insurance Trust
73 Fund, in a manner and form prescribed by the administrator pursuant
74 to section 6 of this act, provided such percentage shall not exceed one-
75 half of one per cent. The amount of earnings subject to contributions
76 for a given year shall not exceed the Social Security contribution and
77 benefit base, as determined pursuant to 42 USC 430, as amended from

78 time to time, and shall be utilized to provide compensation to covered
79 employees pursuant to this subsection and subsections (d) to (f),
80 inclusive, of this section.

81 (2) Notwithstanding subdivision (1) of this subsection, if employee
82 contributions are the maximum percentage allowed pursuant to said
83 subdivision and the administrator determines that employee
84 contributions are not sufficient to ensure solvency of the program, the
85 administrator, subject to the provisions of subdivision (3) of this
86 subsection, shall increase the amount of earnings subject to
87 contributions to an appropriate amount that exceeds the Social
88 Security contribution and benefit base specified in said subdivision, in
89 order to ensure the solvency of the program.

90 (3) The administrator shall not increase the amount of earnings
91 subject to contributions pursuant to subdivision (2) of this subsection
92 unless the General Assembly, by resolution, approves such increase.
93 The General Assembly may reject such increase by a three-fifths vote
94 of each house. Such increase shall be deemed approved if the General
95 Assembly fails to vote to approve or reject such increase within thirty
96 days of submittal by the administrator. Each proposed increase shall
97 be submitted by the administrator to the General Assembly and shall
98 be referred to the joint standing committee of the General Assembly
99 having cognizance of matters relating to labor.

100 (d) (1) The weekly compensation offered to covered employees shall
101 be one hundred per cent of a covered employee's weekly earnings,
102 except that the weekly compensation shall not exceed one thousand
103 dollars. If the Internal Revenue Service determines that family and
104 medical leave compensation is subject to federal income tax and a
105 covered employee elects to have federal income tax deducted and
106 withheld from his or her compensation, the administrator shall deduct
107 and withhold the amount specified in the United States Internal
108 Revenue Code in a manner consistent with the state law.

109 (2) On July 1, 2022, and not later than each July fifteenth thereafter,

110 the Labor Commissioner shall announce an adjustment to the
111 maximum compensation established pursuant to subdivision (1) of this
112 subsection that shall be equal to the percentage increase between the
113 last complete calendar year and the previous calendar year in the
114 consumer price index for urban wage earners and clerical workers in
115 the northeast urban area of New York-Northern New Jersey-Long
116 Island, NY-NJ-CT-PA, with no seasonal adjustment, as calculated by
117 the United States Department of Labor's Bureau of Labor Statistics,
118 with the amount of the maximum compensation increase rounded to
119 the nearest five cents. The maximum compensation plus the
120 adjustment announced by the Labor Commissioner on July fifteenth
121 shall become the new maximum compensation and shall be effective
122 on the January first immediately following.

123 (e) A covered employee shall receive compensation under this
124 section for leave taken for one or more of the reasons listed in
125 subparagraphs (A) to (E), inclusive, of subdivision (2) of subsection (a)
126 of section 31-51ll of the general statutes, as amended by this act, or the
127 reasons listed in subsection (i) of said section or section 31-51ss of the
128 general statutes, if such covered employee (1) provides notice to the
129 administrator, and such covered employee's employer, if applicable, of
130 the need for such compensation in a form and a manner as prescribed
131 by the administrator, and (2) upon the request of the administrator,
132 provides certification of such covered employee's need for
133 compensation in accordance with the provisions of section 31-51mm of
134 the general statutes, as amended by this act, to the administrator and
135 such employer, if applicable.

136 (f) A covered employee may receive compensation under this
137 section for nonconsecutive hours of leave, provided such leave shall
138 not be less than four hours of leave in any workweek. If family and
139 medical leave benefits are taken for four hours or more, but for less
140 than one full week, such hourly compensation shall be determined on
141 a pro rata basis at the discretion of the administrator.

142 (g) A covered employee may receive compensation under this
143 section concurrently with any employer-provided employment
144 benefits, provided the total compensation of such covered employee
145 during such period of leave shall not exceed such covered employee's
146 regular rate of compensation.

147 (h) No covered employee shall receive compensation under this
148 section concurrently with compensation under chapter 567 or 568 of
149 the general statutes or any other state or federal program that provides
150 wage replacement.

151 (i) Any moneys expended from the General Fund for the purpose of
152 administering the Family and Medical Leave Insurance Program, or
153 providing compensation to covered employees, shall be reimbursed to
154 the General Fund by the administrator not later than October 1, 2021.

155 Sec. 3. (NEW) (*Effective from passage*) (a) There is established a fund
156 to be known as the "Family and Medical Leave Insurance Trust Fund"
157 for the purpose of providing family and medical leave compensation
158 to covered employees. The Family and Medical Leave Insurance Trust
159 Fund shall be a nonlapsing fund held by the State Treasurer separate
160 and apart from all other moneys, funds and accounts. Investment
161 earnings credited to the trust shall become part of the trust.

162 (b) The trust shall constitute an instrumentality of the state and shall
163 perform essential governmental functions, in accordance with the
164 provisions of this section. The trust shall receive and hold all payments
165 and deposits and premiums intended for the trust, as well as gifts,
166 bequests, endowments or federal, state or local grants and any other
167 funds from any public or private source and all earnings until
168 disbursed in accordance with the provisions of this section.

169 (c) The amounts on deposit in the trust shall not constitute property
170 of the state and the trust shall not be construed to be a department,
171 institution or agency of the state. Amounts on deposit in the trust shall
172 not be commingled with state funds and the state shall have no claim

173 to or against, or interest in, such funds. Any contract entered into by or
174 any obligation of the trust shall not constitute a debt or obligation of
175 the state and the state shall have no obligation to any designated
176 beneficiary or any other person on account of the trust and all amounts
177 obligated to be paid from the trust shall be limited to amounts
178 available for such obligation on deposit in the trust. The trust shall
179 continue in existence as long as it holds any deposits or has any
180 obligations and until its existence is terminated by law and upon
181 termination any unclaimed assets shall return to the state. Property of
182 the trust shall be governed by section 3-61a of the general statutes.

183 (d) The State Treasurer shall be responsible for the receipt and
184 investment of moneys held by the trust. The trust shall not receive
185 deposits in any form other than cash. No depositor or designated
186 beneficiary may direct the investment of any contributions or amounts
187 held in the trust other than the specific fund options provided for by
188 the trust.

189 (e) The assets of the trust shall be used for the purpose of
190 distributing family and medical leave compensation to covered
191 employees, educating and informing persons about the program and
192 paying the operational, administrative and investment costs of the
193 trust, including those incurred pursuant to section 6 of this act.

194 Sec. 4. (NEW) (*Effective from passage*) The State Treasurer, on behalf
195 of the Family and Medical Leave Insurance Trust Fund and for
196 purposes of the trust, shall:

197 (1) Receive and invest moneys in the trust in any instruments,
198 obligations, securities or property in accordance with sections 3 and 5
199 of this act;

200 (2) Procure insurance as the State Treasurer deems necessary to
201 protect the trust's property, assets, activities or deposits or
202 contributions to the trust; and

203 (3) Apply for, accept and expend gifts, grants or donations from
204 public or private sources to carry out the objectives of the trust.

205 Sec. 5. (NEW) (*Effective from passage*) The State Treasurer shall invest
206 the amounts on deposit in the Family and Medical Leave Insurance
207 Trust Fund in a manner reasonable and appropriate to achieve the
208 objectives of the trust, exercising the discretion and care of a prudent
209 person in similar circumstances with similar objectives. The State
210 Treasurer shall give due consideration to rate of return, risk, term or
211 maturity, diversification of the total portfolio within the trust,
212 liquidity, the projected disbursements and expenditures and the
213 expected payments, deposits, contributions and gifts to be received.
214 The State Treasurer shall not require the trust to invest directly in
215 obligations of the state or any political subdivision of the state or in
216 any investment or other fund administered by the State Treasurer. The
217 assets of the trust shall be continuously invested and reinvested in a
218 manner consistent with the objectives of the trust until disbursed upon
219 order of the administrator or expended on expenses incurred by the
220 operations of the trust.

221 Sec. 6. (NEW) (*Effective from passage*) The administrator, in
222 consultation with the State Treasurer and the Department of Revenue
223 Services, shall establish the procedures necessary to implement the
224 Family and Medical Leave Insurance Program. The administrator
225 shall:

226 (1) Design, establish and operate the program to ensure
227 transparency in the management of the program and the Family and
228 Medical Leave Insurance Trust Fund through oversight and ethics
229 review of plan fiduciaries;

230 (2) Design and establish the process by which employees shall
231 contribute a portion of their salary or wages to the trust. Such process
232 shall include, but not be limited to, the creation of an information
233 packet including the necessary paperwork for an employee to
234 participate in the program pursuant to section 8 of this act;

235 (3) Evaluate and establish the process by which employers may
236 credit employee premiums to the trust through payroll deposit;

237 (4) Determine the amount of employee contributions necessary to
238 ensure solvency of the program, provided total contributions shall not
239 be less than four million dollars per month;

240 (5) Ensure that contributions to the trust collected from employees
241 shall not be used for any purpose other than to provide compensation
242 to covered employees or to satisfy any expenses, including employee
243 costs, incurred to implement, maintain, advertise and administer the
244 program;

245 (6) Establish and maintain a secure Internet web site that displays all
246 public notices issued by the administrator and such other information
247 as the administrator deems relevant and necessary for the
248 implementation of the program and for the education of the public
249 regarding the program; and

250 (7) Not later than January 1, 2020, submit a report, in accordance
251 with the provisions of section 11-4a of the general statutes, to the
252 General Assembly regarding any recommendations for legislative
253 action that may be necessary for the implementation of the program.

254 Sec. 7. (NEW) (*Effective January 1, 2020*) The administrator, in
255 consultation with the State Treasurer, shall conduct a public education
256 campaign to inform individuals and employers about the Family and
257 Medical Leave Insurance Program. Such campaign shall include, but
258 not be limited to, information about the requirements for receiving
259 family and medical leave compensation, how to apply for such
260 compensation and the circumstances for which such compensation
261 may be available. The administrator may use funds contributed to the
262 Family and Medical Leave Insurance Trust Fund for purposes of the
263 public education campaign. Information distributed or made available
264 under the campaign shall be available in English and Spanish and in
265 any other language as prescribed by the administrator.

266 Sec. 8. (NEW) (*Effective from passage*) (a) A self-employed individual
267 or sole proprietor, upon application to the administrator, in a form and
268 manner as prescribed by the administrator, may enroll in the Family
269 and Medical Leave Insurance Program, provided such self-employed
270 individual or sole proprietor is enrolled in the program for an initial
271 period of not less than three years. Such self-employed individual or
272 sole proprietor may reenroll in the program for a subsequent period,
273 or periods, of not less than one year, provided (1) such self-employed
274 individual or sole proprietor provides written notice of such
275 reenrollment to the administrator, and (2) such reenrollment begins
276 immediately following a period of participation in the program.

277 (b) A self-employed individual or sole proprietor may withdraw
278 from the program upon submitting written notice to the administrator
279 not less than thirty days prior to the expiration of the initial enrollment
280 period, or at such other times as the administrator may prescribe by
281 rule.

282 Sec. 9. (NEW) (*Effective from passage*) Any covered employee, or self-
283 employed individual or sole proprietor participating in the program,
284 aggrieved by a denial of compensation under the Family and Medical
285 Leave Insurance Program may file a complaint with the Labor
286 Commissioner. Upon receipt of any such complaint, the commissioner
287 shall hold a hearing. After the hearing, the commissioner shall send
288 each party a written copy of the commissioner's decision. The
289 commissioner may award the covered employee, or self-employed
290 individual or sole proprietor, all appropriate relief, including any
291 compensation or benefits to which the employee otherwise would
292 have been eligible if such denial had not occurred. Any party
293 aggrieved by the decision of the commissioner may appeal the
294 decision to the Superior Court in accordance with the provisions of
295 chapter 54 of the general statutes.

296 Sec. 10. (NEW) (*Effective July 1, 2021*) Each employer shall, at the
297 time of hiring, and annually thereafter, provide notice to each of the

298 employer's employees (1) of the entitlement to family and medical
299 leave under sections 31-51kk to 31-51qq, inclusive, of the general
300 statutes, as amended by this act, and 31-51ss of the general statutes
301 and the terms under which such leave may be used, (2) that retaliation
302 by the employer against the employee for requesting, applying for or
303 using family and medical leave for which the employee is eligible is
304 prohibited, and (3) that the employee has a right to file a complaint
305 with the Labor Commissioner for any violation of said sections. An
306 employee claiming to be aggrieved in relation to such a complaint filed
307 with the Labor Commissioner may bring an action in the superior
308 court for the judicial district of Hartford within one year from the date
309 of the alleged aggrievement. The Labor Commissioner may adopt
310 regulations, in accordance with chapter 54 of the general statutes, to
311 establish additional requirements concerning the means by which
312 employers shall provide such notice.

313 Sec. 11. (NEW) (*Effective from passage*) (a) Any individual or covered
314 employee participating in the program who wilfully makes a false
315 statement or misrepresentation regarding a material fact, or wilfully
316 fails to report a material fact, to obtain family and medical leave
317 compensation shall be disqualified from receiving any compensation
318 under the program for one year.

319 (b) If family and medical leave compensation is paid to an
320 individual or covered employee erroneously or as a result of wilful
321 misrepresentation by such individual or covered employee, or if a
322 claim for family and medical leave compensation is rejected after
323 compensation is paid, the administrator may seek repayment of
324 benefits from the individual or covered employee having received
325 such compensation. The Labor Commissioner may, in his or her
326 discretion, waive, in whole or in part, the amount of any such
327 payments where the recovery would be against equity and good
328 conscience.

329 Sec. 12. (NEW) (*Effective from passage*) (a) The provisions of sections 2

330 to 13, inclusive, of this act are severable and if any provision is
331 determined to contravene state or federal law, the remainder of
332 sections 2 to 13, inclusive, of this act shall remain in full force and
333 effect.

334 (b) Nothing in sections 31-51kk to 31-51qq, inclusive, of the general
335 statutes, as amended by this act, and 31-51ss of the general statutes or
336 sections 2 to 13, inclusive, of this act, shall be construed to (1) prevent
337 employers from providing any benefits that are more expansive than
338 those provided for under said sections, (2) diminish any rights
339 provided to any covered employee under the terms of the covered
340 employee's employment or a collective bargaining agreement, or (3)
341 interfere with, impede or in any way diminish the right of an employee
342 to bargain collectively with his or her employer through a
343 representative of his or her choosing, in order to establish wages or
344 conditions of work in excess of the applicable minimum pursuant to
345 sections 3-13c, 31-51kk to 31-51mm, inclusive, 31-51oo to 31-51qq,
346 inclusive, of the general statutes and sections 1 to 13, inclusive, and
347 section 20 of this act.

348 Sec. 13. (*Effective from passage*) Not later than July 1, 2022, and
349 annually thereafter, the Labor Commissioner shall report, in
350 accordance with section 11-4a of the general statutes, to the joint
351 standing committees of the General Assembly having cognizance of
352 matters relating to appropriations and the budgets of state agencies
353 and labor, on (1) the projected and actual participation in the program,
354 (2) the balance of the trust, (3) the size of employers at which covered
355 employees are employed, (4) the reasons covered employees are
356 receiving family and medical leave compensation, (5) the success of the
357 administrator's outreach and education efforts, and (6) demographic
358 information of covered employees, including gender, age, town of
359 residence and income level.

360 Sec. 14. Section 31-51kk of the general statutes is repealed and the
361 following is substituted in lieu thereof (*Effective July 1, 2021*):

362 As used in sections 31-51kk to 31-51qq, inclusive, as amended by
363 this act:

364 (1) "Eligible employee" means an employee who has [been
365 employed (A) for at least twelve months by the employer with respect
366 to whom leave is requested; and (B) for at least one thousand hours of
367 service with such employer during the twelve-month period preceding
368 the first day of the leave] earned not less than two thousand three
369 hundred twenty-five dollars from one or more employers during the
370 employee's highest earning quarter within the five most recently
371 completed calendar quarters;

372 (2) "Employ" includes to allow or permit to work;

373 (3) "Employee" means any person engaged in service to an employer
374 in the business of the employer;

375 (4) "Employer" means a person engaged in any activity, enterprise
376 or business who employs [seventy-five] one or more employees, and
377 includes any person who acts, directly or indirectly, in the interest of
378 an employer to any of the employees of such employer and any
379 successor in interest of an employer, [but] and shall not include the
380 state, or a municipality, a local or regional board of education, or a
381 [private or parochial] nonpublic elementary or secondary school. The
382 number of employees of an employer shall be determined on October
383 first annually;

384 (5) "Employment benefits" means all benefits provided or made
385 available to employees by an employer, including group life insurance,
386 health insurance, disability insurance, sick leave, annual leave,
387 educational benefits and pensions, regardless of whether such benefits
388 are provided by practice or written policy of an employer or through
389 an "employee benefit plan", as defined in Section 1002(3) of Title 29 of
390 the United States Code;

391 (6) "Grandchild" means a grandchild related to a person by (A)

392 blood, (B) marriage, (C) adoption by a child of the grandparent, or (D)
393 foster care by a child of the grandparent;

394 (7) "Grandparent" means a grandparent related to a person by (A)
395 blood, (B) marriage, (C) adoption of a minor child by a child of the
396 grandparent, or (D) foster care by a child of the grandparent;

397 [(6)] (8) "Health care provider" means (A) a doctor of medicine or
398 osteopathy who is authorized to practice medicine or surgery by the
399 state in which the doctor practices; (B) a podiatrist, dentist,
400 psychologist, optometrist or chiropractor authorized to practice by the
401 state in which such person practices and performs within the scope of
402 the authorized practice; (C) an advanced practice registered nurse,
403 nurse practitioner, nurse midwife or clinical social worker authorized
404 to practice by the state in which such person practices and performs
405 within the scope of the authorized practice; (D) Christian Science
406 practitioners listed with the First Church of Christ, Scientist in Boston,
407 Massachusetts; (E) any health care provider from whom an employer
408 or a group health plan's benefits manager will accept certification of
409 the existence of a serious health condition to substantiate a claim for
410 benefits; (F) a health care provider as defined in subparagraphs (A) to
411 (E), inclusive, of this subdivision who practices in a country other than
412 the United States, who is licensed to practice in accordance with the
413 laws and regulations of that country; or (G) such other health care
414 provider as the Labor Commissioner determines, performing within
415 the scope of the authorized practice. The commissioner may utilize any
416 determinations made pursuant to chapter 568;

417 [(7)] (9) "Parent" means a biological parent, foster parent, adoptive
418 parent, stepparent, parent-in-law or legal guardian of an eligible
419 employee or an eligible employee's spouse, [or] an individual [who
420 stood] standing in loco parentis to an eligible employee, or an
421 individual who stood in loco parentis to the eligible employee when
422 the employee was a child; [when the employee was a son or daughter;]

423 [(8)] (10) "Person" means one or more individuals, partnerships,

424 associations, corporations, business trusts, legal representatives or
425 organized groups of persons;

426 [(9)] (11) "Reduced leave schedule" means a leave schedule that
427 reduces the usual number of hours per workweek, or hours per
428 workday, of an employee;

429 [(10)] (12) "Serious health condition" means an illness, injury,
430 impairment, or physical or mental condition that involves (A) inpatient
431 care in a hospital, hospice, nursing home or residential medical care
432 facility; or (B) continuing treatment, including outpatient treatment, by
433 a health care provider;

434 (13) "Sibling" means a brother or sister related to a person by (A)
435 blood, (B) marriage, (C) adoption by a parent of the person, or (D)
436 foster care placement;

437 [(11)] (14) "Son or daughter" means a biological, adopted or foster
438 child, stepchild, legal ward, or, in the alternative, a child of a person
439 standing in loco parentis, [who is (A) under eighteen years of age; or
440 (B) eighteen years of age or older and incapable of self-care because of
441 a mental or physical disability] or an individual to whom the employee
442 stood in loco parentis when the individual was a child; and

443 [(12)] (15) "Spouse" means a [husband or wife, as the case may be]
444 person to whom one is legally married.

445 Sec. 15. Section 31-51ll of the general statutes is repealed and the
446 following is substituted in lieu thereof (*Effective July 1, 2021*):

447 (a) (1) Subject to section 31-51mm, as amended by this act, an
448 eligible employee shall be entitled to a total of [sixteen] twelve
449 workweeks of leave during any [twenty-four-month] twelve-month
450 period, such [twenty-four-month] twelve-month period to be
451 determined utilizing any one of the following methods: (A)
452 [Consecutive] A calendar [years] year; (B) any fixed [twenty-four-
453 month] twelve-month period, such as [two] a consecutive fiscal [years]

454 year or a [twenty-four-month] twelve-month period measured forward
455 from an employee's first date of employment; (C) a [twenty-four-
456 month] twelve-month period measured forward from an employee's
457 first day of leave taken under sections 31-51kk to 31-51qq, inclusive, as
458 amended by this act; or (D) a rolling [twenty-four-month] twelve-
459 month period measured backward from an employee's first day of
460 leave taken under sections 31-51kk to 31-51qq, inclusive, as amended
461 by this act. Such employee may take up to two additional weeks of
462 leave due to a serious health condition during a pregnancy that results
463 in incapacitation.

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

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

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

469 (C) In order to care for the spouse, [or a son,] sibling, son or
470 daughter, [or] grandparent, grandchild, parent [of the employee,] or
471 any other individual related by blood or whose close association with
472 the employee is the equivalent of a family member if such spouse,
473 [son,] sibling, son or daughter, [or] grandparent, grandchild, parent or
474 any other individual related by blood or whose close association with
475 the employee is the equivalent of a family member has a serious health
476 condition;

477 (D) Because of a serious health condition of the employee;

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

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

484 (b) Entitlement to leave under subparagraph (A) or (B) of
485 subdivision (2) of subsection (a) of this section may accrue prior to the
486 birth or placement of a son or daughter when such leave is required
487 because of such impending birth or placement.

488 (c) (1) Leave under subparagraph (A) or (B) of subdivision (2) of
489 subsection (a) of this section for the birth or placement of a son or
490 daughter may not be taken by an employee intermittently or on a
491 reduced leave schedule unless the employee and the employer agree
492 otherwise. Subject to subdivision (2) of this subsection concerning an
493 alternative position, subdivision (2) of subsection (f) of this section
494 concerning the duties of the employee and subdivision (5) of
495 subsection (b) of section 31-51mm, as amended by this act, concerning
496 sufficient certification, leave under subparagraph (C) or (D) of
497 subdivision (2) of subsection (a) or under subsection (i) of this section
498 for a serious health condition may be taken intermittently or on a
499 reduced leave schedule when medically necessary. The taking of leave
500 intermittently or on a reduced leave schedule pursuant to this
501 subsection shall not result in a reduction of the total amount of leave to
502 which the employee is entitled under subsection (a) of this section
503 beyond the amount of leave actually taken.

504 (2) If an employee requests intermittent leave or leave on a reduced
505 leave schedule under subparagraph (C), (D) or (E) of subdivision (2) of
506 subsection (a) or under subsection (i) of this section that is foreseeable
507 based on planned medical treatment, the employer may require the
508 employee to transfer temporarily to an available alternative position
509 offered by the employer for which the employee is qualified and that
510 (A) has equivalent pay and benefits, and (B) better accommodates
511 recurring periods of leave than the regular employment position of the
512 employee, provided the exercise of this authority shall not conflict
513 with any provision of a collective bargaining agreement between such
514 employer and a labor organization which is the collective bargaining
515 representative of the unit of which the employee is a part.

516 (d) Except as provided in subsection (e) of this section, leave
517 granted under subsection (a) of this section may consist of unpaid
518 leave.

519 (e) (1) If an employer provides paid leave for fewer than [sixteen]
520 twelve workweeks, the additional weeks of leave necessary to attain
521 the [sixteen] twelve workweeks of leave required under sections 5-
522 248a and 31-51kk to 31-51qq, inclusive, as amended by this act, may be
523 provided without compensation or with compensation through the
524 Family and Medical Leave Insurance Program established pursuant to
525 section 2 of this act.

526 (2) (A) An eligible employee may elect [, or an employer may
527 require the employee,] to substitute any of the accrued paid vacation
528 leave, personal leave or family leave of the employee for leave
529 provided under subparagraph (A), (B) or (C) of subdivision (2) of
530 subsection (a) of this section for any part of the [sixteen-week] twelve-
531 week period of such leave under said subsection or under subsection
532 (i) of this section for any part of the twenty-six-week period of such
533 leave.

534 (B) An eligible employee may elect [, or an employer may require
535 the employee,] to substitute any of the accrued paid vacation leave,
536 personal leave, or medical or sick leave of the employee for leave
537 provided under subparagraph (C), (D) or (E) of subdivision (2) of
538 subsection (a) of this section for any part of the [sixteen-week] twelve-
539 week period of such leave under said subsection or under subsection
540 (i) of this section for any part of the twenty-six-week period of leave,
541 except that nothing in section 5-248a or sections 31-51kk to 31-51qq,
542 inclusive, as amended by this act, shall require an employer to provide
543 paid sick leave or paid medical leave in any situation in which such
544 employer would not normally provide any such paid leave.

545 (f) (1) In any case in which the necessity for leave under
546 subparagraph (A) or (B) of subdivision (2) of subsection (a) of this
547 section is foreseeable based on an expected birth or placement of a son

548 or daughter, the employee shall provide the employer with not less
549 than thirty days' notice, before the date of the leave is to begin, of the
550 employee's intention to take leave under said subparagraph (A) or (B),
551 except that if the date of the birth or placement of a son or daughter
552 requires leave to begin in less than thirty days, the employee shall
553 provide such notice as is practicable.

554 (2) In any case in which the necessity for leave under subparagraph
555 (C), (D) or (E) of subdivision (2) of subsection (a) or under subsection
556 (i) of this section is foreseeable based on planned medical treatment,
557 the employee (A) shall make a reasonable effort to schedule the
558 treatment so as not to disrupt unduly the operations of the employer,
559 subject to the approval of the health care provider of the employee or
560 the health care provider of the spouse, sibling, son [,] or daughter,
561 [spouse or] grandparent, grandchild, parent [of the employee] or any
562 other individual related by blood or whose close association with the
563 employee is the equivalent of a family member, as appropriate; and (B)
564 shall provide the employer with not less than thirty days' notice,
565 before the date the leave is to begin, of the employee's intention to take
566 leave under said subparagraph (C), (D) or (E) or said subsection (i),
567 except that if the date of the treatment requires leave to begin in less
568 than thirty days, the employee shall provide such notice as is
569 practicable.

570 (g) In any case in which [a husband and wife] two spouses entitled
571 to leave under subsection (a) of this section are employed by the same
572 employer, the aggregate number of workweeks of leave to which both
573 may be entitled may be limited to [sixteen] twelve workweeks during
574 any [twenty-four-month] twelve-month period, if such leave is taken:
575 (1) Under subparagraph (A) or (B) of subdivision (2) of subsection (a)
576 of this section; or (2) to care for a sick sibling, son or daughter,
577 grandparent, grandchild, parent or any other individual related by
578 blood or whose close association with the employee is the equivalent
579 of a family member under subparagraph (C) of said subdivision. In
580 any case in which [a husband and wife] two spouses entitled to leave

581 under subsection (i) of this section are employed by the same
582 employer, the aggregate number of workweeks of leave to which both
583 may be entitled may be limited to twenty-six workweeks during any
584 twelve-month period.

585 (h) Unpaid leave taken pursuant to sections 5-248a and 31-51kk to
586 31-51qq, inclusive, as amended by this act, shall not be construed to
587 affect an employee's qualification for exemption under chapter 558.

588 (i) Subject to section 31-51mm, as amended by this act, an eligible
589 employee who is the spouse, son or daughter, parent or next of kin of a
590 current member of the armed forces, as defined in section 27-103, who
591 is undergoing medical treatment, recuperation or therapy, is otherwise
592 in outpatient status or is on the temporary disability retired list for a
593 serious injury or illness incurred in the line of duty shall be entitled to
594 a one-time benefit of twenty-six workweeks of leave during any
595 twelve-month period for each armed forces member per serious injury
596 or illness incurred in the line of duty. Such twelve-month period shall
597 commence on an employee's first day of leave taken to care for a
598 covered armed forces member and end on the date twelve months
599 after such first day of leave. For the purposes of this subsection, (1)
600 "next of kin" means the armed forces member's nearest blood relative,
601 other than the covered armed forces member's spouse, parent, son or
602 daughter, in the following order of priority: Blood relatives who have
603 been granted legal custody of the armed forces member by court
604 decree or statutory provisions, brothers and sisters, grandparents,
605 aunts and uncles, and first cousins, unless the covered armed forces
606 member has specifically designated in writing another blood relative
607 as his or her nearest blood relative or any other individual whose close
608 association with the employee is the equivalent of a family member for
609 purposes of military caregiver leave, in which case the designated
610 individual shall be deemed to be the covered armed forces member's
611 next of kin; and (2) "son or daughter" means a biological, adopted or
612 foster child, stepchild, legal ward or child for whom the eligible
613 employee or armed forces member stood in loco parentis and who is

614 any age.

615 (j) Leave taken pursuant to sections 31-51kk to 31-51qq, inclusive, as
616 amended by this act, shall not run concurrently with the provisions of
617 section 31-313.

618 (k) Notwithstanding the provisions of sections 5-248a and 31-51kk
619 to 31-51qq, inclusive, as amended by this act, all further rights granted
620 by federal law shall remain in effect.

621 Sec. 16. Section 31-51mm of the general statutes is repealed and the
622 following is substituted in lieu thereof (*Effective July 1, 2021*):

623 (a) An employer may require that request for leave based on a
624 serious health condition in subparagraph (C) or (D) of subdivision (2)
625 of subsection (a) of section 31-51ll, as amended by this act, or leave
626 based on subsection (i) of section 31-51ll, as amended by this act, be
627 supported by a certification issued by the health care provider of the
628 eligible employee or of the spouse, sibling, son [,] or daughter,
629 [spouse] grandparent, grandchild, parent, [or] next of kin or any other
630 individual related by blood or whose close association with the
631 employee is the equivalent of a family member of the employee, as
632 appropriate. The employee shall provide, in a timely manner, a copy of
633 such certification to the employer.

634 (b) Certification provided under subsection (a) of this section shall
635 be sufficient if it states:

636 (1) The date on which the serious health condition commenced;

637 (2) The probable duration of the condition;

638 (3) The appropriate medical facts within the knowledge of the
639 health care provider regarding the condition;

640 (4) (A) For purposes of leave under subparagraph (C) of subdivision
641 (2) of subsection (a) of section 31-51ll, as amended by this act, a

642 statement that the eligible employee is needed to care for the spouse,
643 sibling, son [,] or daughter, [spouse or] grandparent, grandchild,
644 parent or any other individual related by blood or whose close
645 association with the employee is the equivalent of a family member
646 and an estimate of the amount of time that such employee needs to
647 care for the spouse, sibling, son [,] or daughter, [spouse or]
648 grandparent, grandchild, parent or any other individual related by
649 blood or whose close association with the employee is the equivalent
650 of a family member; and (B) for purposes of leave under subparagraph
651 (D) of subdivision (2) of subsection (a) of section 31-51ll, as amended
652 by this act, a statement that the employee is unable to perform the
653 functions of the position of the employee;

654 (5) In the case of certification for intermittent leave or leave on a
655 reduced leave schedule for planned medical treatment, the dates on
656 which such treatment is expected to be given and the duration of such
657 treatment;

658 (6) In the case of certification for intermittent leave or leave on a
659 reduced leave schedule under subparagraph (D) of subdivision (2) of
660 subsection (a) of section 31-51ll, as amended by this act, a statement of
661 the medical necessity of the intermittent leave or leave on a reduced
662 leave schedule, and the expected duration of the intermittent leave or
663 reduced leave schedule;

664 (7) In the case of certification for intermittent leave or leave on a
665 reduced leave schedule under subparagraph (C) of subdivision (2) of
666 subsection (a) of section 31-51ll, as amended by this act, a statement
667 that the employee's intermittent leave or leave on a reduced leave
668 schedule is necessary for the care of the spouse, sibling, son [,] or
669 daughter, grandparent, grandchild, parent [or spouse] or any other
670 individual related by blood or whose close association with the
671 employee is the equivalent of a family member who has a serious
672 health condition, or will assist in their recovery, and the expected
673 duration and schedule of the intermittent leave or reduced leave

674 schedule; and

675 (8) In the case of certification for intermittent leave or leave on a
676 reduced leave schedule under subsection (i) of section 31-51ll, as
677 amended by this act, a statement that the employee's intermittent leave
678 or leave on a reduced leave schedule is necessary for the care of the
679 spouse, son or daughter, parent or next of kin who is a current member
680 of the armed forces, as defined in section 27-103, who is undergoing
681 medical treatment, recuperation or therapy, is otherwise in outpatient
682 status or is on the temporary disability retired list, for a serious injury
683 or illness incurred in the line of duty, and the expected duration and
684 schedule of the intermittent leave or reduced leave schedule. For the
685 purposes of this subsection, "son or daughter" and "next of kin" have
686 the same meanings as provided in subsection (i) of section 31-51ll, as
687 amended by this act.

688 (c) (1) In any case in which the employer has reason to doubt the
689 validity of the certification provided under subsection (a) of this
690 section for leave under subparagraph (C) or (D) of subdivision (2) of
691 subsection (a) or under subsection (i) of section 31-51ll, as amended by
692 this act, the employer may require, at the expense of the employer, that
693 the eligible employee obtain the opinion of a second health care
694 provider designated or approved by the employer concerning any
695 information certified under subsection (b) of this section for such leave.

696 (2) A health care provider designated or approved under
697 subdivision (1) of this subsection shall not be employed on a regular
698 basis by the employer.

699 (d) (1) In any case in which the second opinion described in
700 subsection (c) of this section differs from the opinion in the original
701 certification provided under subsection (a) of this section, the
702 employer may require, at the expense of the employer, that the
703 employee obtain the opinion of a third health care provider designated
704 or approved jointly by the employer and the employee concerning the
705 information certified under subsection (b) of this section.

706 (2) The opinion of the third health care provider concerning the
707 information certified under subsection (b) of this section shall be
708 considered to be final and shall be binding on the employer and the
709 employee.

710 (e) The employer may require that the eligible employee obtain
711 subsequent recertifications on a reasonable basis, provided the
712 standards for determining what constitutes a reasonable basis for
713 recertification may be governed by a collective bargaining agreement
714 between such employer and a labor organization which is the
715 collective bargaining representative of the unit of which the worker is
716 a part if such a collective bargaining agreement is in effect. Unless
717 otherwise required by the employee's health care provider, the
718 employer may not require recertification more than once during a
719 thirty-day period and, in any case, may not unreasonably require
720 recertification. The employer shall pay for any recertification that is not
721 covered by the employee's health insurance.

722 Sec. 17. Section 31-51oo of the general statutes is repealed and the
723 following is substituted in lieu thereof (*Effective July 1, 2021*):

724 Records and documents relating to medical certifications,
725 recertifications or medical histories of employees or employees' family
726 members, created for purposes of sections 5-248a and 31-51kk to 31-
727 51qq, inclusive, as amended by this act, and sections 2 to 13, inclusive,
728 of this act shall be maintained as medical records pursuant to chapter
729 563a, except that: (1) Supervisors and managers may be informed
730 regarding necessary restrictions on the work or duties of an employee
731 and necessary accommodations; (2) first aid and safety personnel may
732 be informed, when appropriate, if the employee's physical or medical
733 condition might require emergency treatment; and (3) government
734 officials investigating compliance with sections 5-248a and 31-51kk to
735 31-51qq, inclusive, as amended by this act, and sections 2 to 13,
736 inclusive, of this act, or other pertinent law shall be provided relevant
737 information upon request.

738 Sec. 18. Section 31-51pp of the general statutes is repealed and the
739 following is substituted in lieu thereof (*Effective July 1, 2021*):

740 (a) (1) It shall be a violation of sections 5-248a and 31-51kk to 31-
741 51qq, inclusive, as amended by this act, for any employer to interfere
742 with, restrain or deny the exercise of, or the attempt to exercise, any
743 right provided under said sections.

744 (2) It shall be a violation of sections 5-248a and 31-51kk to 31-51qq,
745 inclusive, as amended by this act, for any employer to discharge or
746 cause to be discharged, or in any other manner discriminate, against
747 any individual for opposing any practice made unlawful by said
748 sections or because such employee has exercised the rights afforded to
749 such employee under said sections.

750 (b) It shall be a violation of sections 5-248a and 31-51kk to 31-51qq,
751 inclusive, as amended by this act, for any person to discharge or cause
752 to be discharged, or in any other manner discriminate, against any
753 individual because such individual:

754 (1) Has filed any charge, or has instituted or caused to be instituted
755 any proceeding, under or related to sections 5-248a and 31-51kk to 31-
756 51qq, inclusive, as amended by this act;

757 (2) Has given, or is about to give, any information in connection
758 with any inquiry or proceeding relating to any right provided under
759 said sections; or

760 (3) Has testified, or is about to testify, in any inquiry or proceeding
761 relating to any right provided under said sections.

762 (c) (1) It shall be a violation of sections 31-51kk to 31-51qq, inclusive,
763 as amended by this act, for any employer to deny an employee the
764 right to use up to two weeks of accumulated sick leave or to discharge,
765 threaten to discharge, demote, suspend or in any manner discriminate
766 against an employee for using, or attempting to exercise the right to
767 use, up to two weeks of accumulated sick leave to attend to a serious

768 health condition of a spouse, sibling, son or daughter, [spouse or]
769 grandparent, grandchild, parent or any other individual related by
770 blood or whose close association with the employee is the equivalent
771 of a family member of the employee, or for the birth or adoption of a
772 son or daughter of the employee. For purposes of this subsection, "sick
773 leave" means an absence from work for which compensation is
774 provided through an employer's bona fide written policy providing
775 compensation for loss of wages occasioned by illness, but does not
776 include absences from work for which compensation is provided
777 through an employer's plan, including, but not limited to, a short or
778 long-term disability plan, whether or not such plan is self-insured.

779 (2) Any employee aggrieved by a violation of this subsection may
780 file a complaint with the Labor Commissioner alleging violation of the
781 provisions of this subsection. Upon receipt of any such complaint, the
782 commissioner shall hold a hearing. After the hearing, the
783 commissioner shall send each party a written copy of the
784 commissioner's decision. The commissioner may award the employee
785 all appropriate relief, including rehiring or reinstatement to the
786 employee's previous job, payment of back wages and reestablishment
787 of employee benefits to which the employee otherwise would have
788 been eligible if a violation of this subsection had not occurred. Any
789 party aggrieved by the decision of the commissioner may appeal the
790 decision to the Superior Court in accordance with the provisions of
791 chapter 54.

792 (3) The rights and remedies specified in this subsection are
793 cumulative and nonexclusive and are in addition to any other rights or
794 remedies afforded by contract or under other provisions of law.

795 Sec. 19. Section 31-51qq of the general statutes is repealed and the
796 following is substituted in lieu thereof (*Effective July 1, 2020*):

797 On or before [January 1, 1997] July 1, 2020, the Labor Commissioner
798 shall adopt regulations, in accordance with the provisions of chapter
799 54, to establish procedures and guidelines necessary to implement the

800 provisions of sections [5-248a and] 31-51kk to 31-51qq, inclusive, as
801 amended by this act, and sections 2 to 13, inclusive, of this act,
802 including, but not limited to, procedures for hearings and redress,
803 including restoration and restitution, for an employee who believes
804 that there is a violation by the employer of such employee of any
805 provision of said sections. [In adopting such regulations, the
806 commissioner shall make reasonable efforts to ensure compatibility of
807 state regulatory provisions with similar provisions of the federal
808 Family and Medical Leave Act of 1993 and the regulations
809 promulgated pursuant to said act.]

810 Sec. 20. (*Effective from passage*) (a) For the purposes described in this
811 section, the State Bond Commission shall have the power, from time to
812 time, to authorize the issuance of bonds of the state in one or more
813 series and in principal amounts not exceeding in the aggregate twenty
814 million dollars.

815 (b) The proceeds of the sale of said bonds, to the extent of the
816 amount stated in subsection (a) of this section, shall be used by the
817 Labor Department for the purpose of the Family and Medical Leave
818 Insurance Program established pursuant to section 2 of this act,
819 provided (1) ten million dollars of the amount stated in subsection (a)
820 of this section shall be used for start-up costs in fiscal year 2019, and (2)
821 ten million dollars of the amount stated in subsection (a) of this section
822 shall be used for start-up costs in fiscal year 2020.

823 (c) All provisions of section 3-20 of the general statutes, or the
824 exercise of any right or power granted thereby, which are not
825 inconsistent with the provisions of this section are hereby adopted and
826 shall apply to all bonds authorized by the State Bond Commission
827 pursuant to this section, and temporary notes in anticipation of the
828 money to be derived from the sale of any such bonds so authorized
829 may be issued in accordance with said section 3-20 and from time to
830 time renewed. Such bonds shall mature at such time or times not
831 exceeding twenty years from their respective dates as may be provided

832 in or pursuant to the resolution or resolutions of the State Bond
 833 Commission authorizing such bonds. None of said bonds shall be
 834 authorized except upon a finding by the State Bond Commission that
 835 there has been filed with it a request for such authorization which is
 836 signed by or on behalf of the Secretary of the Office of Policy and
 837 Management and states such terms and conditions as said commission,
 838 in its discretion, may require. Said bonds issued pursuant to this
 839 section shall be general obligations of the state and the full faith and
 840 credit of the state of Connecticut are pledged for the payment of the
 841 principal of and interest on said bonds as the same become due, and
 842 accordingly and as part of the contract of the state with the holders of
 843 said bonds, appropriation of all amounts necessary for punctual
 844 payment of such principal and interest is hereby made, and the State
 845 Treasurer shall pay such principal and interest as the same become
 846 due.

847 Sec. 21. Section 3-13c of the general statutes is repealed and the
 848 following is substituted in lieu thereof (*Effective July 1, 2019*):

849 Trust funds as used in sections 3-13 to 3-13e, inclusive, and 3-31b
 850 shall be construed to include Connecticut Municipal Employees'
 851 Retirement Fund A, Connecticut Municipal Employees' Retirement
 852 Fund B, Soldiers, Sailors and Marines Fund, Family and Medical Leave
 853 Insurance Trust Fund, State's Attorneys' Retirement Fund, Teachers'
 854 Annuity Fund, Teachers' Pension Fund, Teachers' Survivorship and
 855 Dependency Fund, School Fund, State Employees Retirement Fund,
 856 the Hospital Insurance Fund, Policemen and Firemen Survivor's
 857 Benefit Fund and all other trust funds administered, held or invested
 858 by the State Treasurer.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section
Sec. 2	<i>from passage</i>	New section
Sec. 3	<i>from passage</i>	New section

Sec. 4	<i>from passage</i>	New section
Sec. 5	<i>from passage</i>	New section
Sec. 6	<i>from passage</i>	New section
Sec. 7	<i>January 1, 2020</i>	New section
Sec. 8	<i>from passage</i>	New section
Sec. 9	<i>from passage</i>	New section
Sec. 10	<i>July 1, 2021</i>	New section
Sec. 11	<i>from passage</i>	New section
Sec. 12	<i>from passage</i>	New section
Sec. 13	<i>from passage</i>	New section
Sec. 14	<i>July 1, 2021</i>	31-51kk
Sec. 15	<i>July 1, 2021</i>	31-51ll
Sec. 16	<i>July 1, 2021</i>	31-51mm
Sec. 17	<i>July 1, 2021</i>	31-51oo
Sec. 18	<i>July 1, 2021</i>	31-51pp
Sec. 19	<i>July 1, 2020</i>	31-51qq
Sec. 20	<i>from passage</i>	New section
Sec. 21	<i>July 1, 2019</i>	3-13c

Statement of Purpose:

To establish a paid family and medical leave system in Connecticut.

[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.]

Co-Sponsors: SEN. LOONEY, 11th Dist.; SEN. DUFF, 25th Dist.
 SEN. KUSHNER, 24th Dist.; SEN. ABRAMS, 13th Dist.
 SEN. BERGSTEIN, 36th Dist.; SEN. BRADLEY, 23rd Dist.
 SEN. CASSANO, 4th Dist.; SEN. COHEN, 12th Dist.
 SEN. FLEXER, 29th Dist.; SEN. FONFARA, 1st Dist.
 SEN. HASKELL, 26th Dist.; SEN. LEONE, 27th Dist.
 SEN. LESSER, 9th Dist.; SEN. MCCRORY, 2nd Dist.
 SEN. MOORE, 22nd Dist.; SEN. NEEDLEMAN, 33rd Dist.
 SEN. OSTEN, 19th Dist.; SEN. WINFIELD, 10th Dist.

S.B. 1