
DIGEST

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HB 475 Original

2020 Regular Session

Hilferty

Abstract: Provides minimum requirements for family and parental leave for all full-time state government employers and employees.

Proposed law requires that the leave policies for full-time employees of every state government employer to, at a minimum, comply with the following requirements:

- (1) An employer shall allow an employee who has been employed for at least 12 months to take up to 12 consecutive weeks of leave during the first 12 months after the birth of a child or the placement of an adopted or foster child with the employee. Requires the employer to: allow the employee to apply any paid leave available to him to such an absence, maintain the employee's health insurance coverage, and restore the employee to an equivalent position with equivalent benefits, compensation, and other terms and conditions of employment.
- (2) Relative to female employees during and after pregnancy:
 - (a) An employer shall allow a female employee to take leave for medical visits during pregnancy and during a period of three months after the birth of a child.
 - (b) An employer shall allow a female employee to take up to 16 weeks of leave during pregnancy at any time a doctor determines that she is disabled due to pregnancy or related medical conditions or that such leave is medically indicated for the health of her unborn child. Requires the employer to: allow the employee to apply any paid leave available to her to such an absence, maintain the employee's health insurance coverage, and restore the employee to an equivalent position with equivalent benefits, compensation, and other terms and conditions of employment.
 - (c) Requires that an employer pay a female employee taking leave covered by (a) or (b) above to pay the employee 65% of her regular pay during any portion of such absence that is not covered by paid leave.
- (3) An employer shall allow an employee to use available sick leave to care for a sick child, spouse, parent, spouse's parent, and any family member of the employee whose care is the responsibility of the employee.
- (4) An employer shall establish a plan for the participation in a leave-transfer program, allowing employees to pool their annual, sick, and compensatory leave and allowing any leave thus

pooled to be used by any participating employee for a personal emergency after the employee has used all of his personal leave.

Effective if and when the proposed amendment of Article X of the Constitution of La. contained in the Act which originated as House Bill No. 161 of this 2020 R.S. of the Legislature is adopted at a statewide election and becomes effective.

(Adds R.S. 42:422)