
DIGEST

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HB 980 Reengrossed

2022 Regular Session

Freeman

Abstract: Expands the state employee leave transfer program to include parental leave.

Present law authorizes the State Civil Service Commission and the State Police Commission to establish a leave transfer program allowing full-time employees to pool unused leave for use by a participating employee who has used all of his leave.

Present law provides that an employee may receive leave from the employing agency's leave transfer program if the employing agency finds that the employee, the employee's spouse, or the minor child of the employee has suffered a catastrophic illness or serious injury which prevents the employee from performing his duties for a period of more than 10 consecutive days which the employee is scheduled to work and the employee does not have sufficient annual, sick, or compensatory leave.

Proposed law retains present law and provides that such employee may also receive leave from the leave transfer program to cover six weeks of parental leave immediately after the birth or adoption of a child. Additionally provides that an employee may request leave from the leave transfer program if a child who is still supported by the employee, a significant other, or a dependent parent for whom the employee is the primary caregiver experiences catastrophic illness or serious injury.

Present law provides that unless a personal emergency involves a medical condition affecting the leave recipient, the employing agency may consider the likely impact on morale and efficiency within the agency in considering a leave recipient's request to use leave transferred from the pool account.

Proposed law provides that the employing agency has discretion in considering a leave recipient's request unless the qualifying circumstance is the birth or adoption of a child or directly involves a medical condition affect the leave recipient.

(Amends R.S. 42:441(3), 442, 443(D) and (E), 444(intro. para.), and 445(A) and (B); Repeals R.S. 42:441(4))

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on House and Governmental Affairs to the original bill:

1. Remove repeal of a provision of present law regarding an employer's discretion in

considering a request to use leave from the pool.

The House Floor Amendments to the engrossed bill:

1. Remove discretion of employer to consider morale and efficiency in considering leave request if request is related to birth or adoption of a child.