

RÉSUMÉ DIGEST

ACT 649 (HB 980)

2022 Regular Session

Freeman

Existing 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 accrued leave.

Existing law provides that an employee may receive leave from the employing agency's leave pool if the employing agency finds that a catastrophic illness or serious injury prevents the employee from performing his duties for a period of more than 10 consecutive days which the employee is scheduled to work.

Existing law applies if the illness or injury affects any the following:

- (1) The employee.
- (2) The employee's spouse.
- (3) The employee's minor child.

New law provides that existing law applies to significant others, rather than spouses, and also applies if the illness or injury affects either of the following:

- (1) A child who is still supported by the employee.
- (2) A dependent parent for whom the employee is the primary caregiver

New law provides that an employee may receive leave from the leave pool to cover six weeks of parental leave immediately after the birth or adoption of a child.

Existing law authorizes the employing agency to consider the likely impact on morale and efficiency within the agency in considering a request to use leave from the pool account unless the request involves a medical condition affecting the leave recipient. New law further exempts parental leave from requests for which the employing agency has the discretion to consider morale and efficiency.

Effective August 1, 2022.

(Amends R.S. 42:441(3), 442, 443(D) and (E), 444(intro. para.), 445(A) and (B), and 446; Repeals R.S. 42:441(4))