

2020 Regular Session

SENATE BILL NO. 437

BY SENATOR JACKSON

COLLEGES/UNIVERSITIES. Provides relative to postsecondary education management board sick leave policies. (gov sig)

1 AN ACT

2 To amend and reenact R.S. 17:2148(A)(4), 2149, and 3311(A)(4), and to enact R.S.
3 17:3312(A)(1)(c), (d), and (e), relative to postsecondary education management
4 board sick leave policies; to provide for the definition of sick leave; and to provide
5 for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. R.S. 17:2148(A)(4), 2149, and 3311(A)(4) are hereby amended and
8 reenacted and R.S. 17:3312(A)(1)(c), (d), and (e) are hereby enacted to read as follows:

9 §2148. Sick leave for unclassified, nonteaching, academic leave

10 The appropriate management boards shall recognize the following sick leave
11 policy for unclassified, nonteaching, academic personnel:

12 A. Employees, work weeks, and definitions.

13 * * *

14 ~~(4) Definition of sick leave:~~

15 ~~(a) Sick leave is leave with pay granted an employee who is suffering with~~
16 ~~a disability which prevents his performing his usual duties and responsibilities, who~~
17 ~~requires medical, dental, or optical consultation or treatment~~ **for use in accordance**

1 with the provisions of R.S. 17:2149.

2 * * *

3 §2149. Use of sick leave, non-teaching personnel

4 A. Sick leave may be used as follows for non-teaching personnel:

5 ~~(1)~~ Sick leave with pay may be taken by an employee who has sufficient
6 leave to his credit for the following:

7 ~~(a)~~(1) Illness or injury which prevents performance of his usual duties.

8 ~~(b)~~(2) Medical, dental, or optical consultation or treatment.

9 (3) Care for an immediate family member who is ill or injured.

10 (4) Accompanying an immediate family member to a medical, dental, or
11 optical consultation or treatment.

12 (5) "Immediate family member" means a spouse, parent, or child of an
13 employee.

14 ~~(2)~~B. The minimum charge for sick leave shall be four hours (1/2 day) and if
15 more, shall be charged in hour increments to the nearest hour.

16 ~~(3)~~C. The employee may use sick leave for maternity purposes when
17 postnatal or prenatal condition of the employee prevents the performance of usual
18 duties provided the employee has sufficient sick leave credit. The limit to the use of
19 sick leave for a postnatal condition is six weeks except if a physician certifies
20 inability to return to work.

21 ~~(4)~~D.(1) An appointing authority may advance sick leave with pay in an
22 amount not exceeding twenty-two working days to an unclassified employee who
23 has exhausted all his sick leave.

24 ~~(5)~~(2) The value of any advanced sick leave which has not been repaid at the
25 time of the employee separation from the unclassified service shall be deducted from
26 his last paycheck and/or paid in cash to the appointing authority unless the separation
27 is for the purpose of moving to another state agency, in which case the advanced sick
28 leave shall be forwarded to the agency accepting him as an employee.

29 ~~(6)~~(3) Upon separation caused by disability, death or retirement, all advanced

1 sick leave shall be cancelled.

2 (~~7~~)E. Upon death or retirement of an unclassified employee, sick leave
3 accrued to his credit shall be computed and the value thereof shall be paid to him
4 provided that the sick leave had been accrued under established leave regulations and
5 a daily attendance record has been maintained for the employee by his supervisor,
6 except that such payment shall not exceed the value of twenty-five working days
7 computed on the basis of a five-day week and on a four-week per month basis for
8 personnel employed on a less than twelve month employment basis and on the basis
9 of a five-day week and fifty-two week year for twelve-month employees. The rate
10 of pay shall be computed utilizing the base rate the employee is receiving at the time
11 of termination.

12 * * *

13 §3311. Sick leave for unclassified; academic personnel

14 Each board vested with management and supervision of colleges and
15 universities shall recognize the following sick leave policy for unclassified and
16 academic personnel:

17 A. Employees, work weeks, and definitions

18 * * *

19 (4) Definition of sick leave: Sick leave is leave with pay granted an employee
20 ~~who is suffering from a disability which prevents his performing his usual duties and~~
21 ~~responsibilities and who requires medical, dental, or optical consultation or treatment~~
22 **for use in accordance with the provisions of R.S. 17:3312.**

23 * * *

24 §3312. Use of sick leave

25 A. Sick leave may be used as follows:

26 (1) Sick leave with pay may be taken by an employee who has sufficient
27 leave to his credit for the following:

28 * * *

29 **(c) Care for an immediate family member who is ill or injured.**

