

5850-S AMH CL REIN 153

SSB 5850 - H COMM AMD

By Committee on Commerce & Labor

1 On page 1, beginning on line 18, strike all of subsection (5)
2 and insert the following:

3 "(5)(a) "Sick leave or other paid time off" means time allowed
4 under the terms of an appropriate state law, collective bargaining
5 agreement, or employer policy, as applicable, to an employee for
6 illness, vacation, and personal holiday. If paid time is not
7 allowed to an employee for illness, "sick leave or other paid time
8 off" also means time allowed under the terms of an appropriate
9 state law, collective bargaining agreement, or employer policy, as
10 applicable, to an employee for disability under practices not
11 covered by the employee retirement income security act of 1974, 29
12 U.S.C. Sec. 1001 et seq.

13 (b) "Sick leave or other paid time off" does not mean time
14 allowed to an employee under plans covered by the employee
15 retirement income security act of 1974, 29 U.S.C. Sec. 1001 et
16 seq."

EFFECT: Clarifies that, if an employee does not have paid sick leave, the employee may use disability leave not covered by the Employee Retirement Income Security Act (ERISA) to care for family members who have certain health conditions.

Specifies that an employee may use sick leave or other paid time off allowed under the terms of state law to care for family members who have certain health conditions.

Clarifies that an employee may not use leave covered by the ERISA for such purposes.

Corrects citations to the ERISA.