

## FEDERAL LAW

### Family Leave Insurance Act

A new measure that would provide employees with 12 weeks of paid leave in order to care for a new child, a sick family member, recover from an illness, or because of an exigency arising from the deployment of a member of the armed services was introduced in the House. The program would be paid for by a new trust fund financed equally by employers and employees, who will each contribute 0.2% of the employee's pay. "

### A bill to fix a loophole

The House of Representatives voted to adopt the Airline Flight Crew Technical Corrections Act. This bill amends the Family and Medical Leave Act of 1993 with respect to hours-of-service requirements airline flight crews must

meet to qualify for leave under the FMLA law.

According to this bill a flight attendant or flight crewmember will be considered to meet the requirements if she or he has been paid for or has worked 60% of the employer's monthly hour or trip guarantee, or the equivalent annualized over the preceding 12-month period.

As it stands now, it is difficult for airline workers to meet the minimum number of hours an employee is required to work under FMLA in order to be eligible to take leave because of the unique method their hours are calculated. The Airline Flight Crew Technical Corrections Act, H.R. 2744, would close that loophole which has excluded too many air crew workers from FMLA protections for too long

The bill now goes on to be voted on in the Senate.

## STATE LAW CHANGES

### California

The California Assembly passed the new proposed legislation named the "Healthy Families, Healthy Workplace Act of 2008." The measure would allow employees to use the sick leave for a personal illness, to care for a sick family member, or to recover from domestic violence or sexual assault.

Under this bill, employers of 10 employees or more would be required to provide up to nine days of sick leave per year, while with less than 10 employees would provide up to five days. The bill now goes to the Senate.

To date, Gov. Arnold Schwarzenegger has taken no position on the legislation.

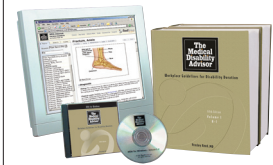
### New Jersey

New Jersey Governor Jon S. Corzine has signed legislation that creates a paid family leave program in the state.

The new law expands the New Jersey's temporary disability insurance program to give workers up to 6 weeks of paid family leave during any 12-month period to care for a sick family member or a newborn or newly adopted child.

New Jersey has become the third state that mandates paid leave. The states of California and Washington already have similar plans.

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## Vermont

The legislature of Vermont passed a new law on May 15. Under the new legislation (Nursing Mothers in the Workplace), all employers in Vermont must provide nursing mothers with a reasonable time throughout the day to express breast milk for their nursing child. In addition, the law requires employers to provide an appropriate private space other than a bathroom stall.

The law allows the employer to decide whether to compensate the leave time if it is not regulated by a collective bargaining agreement. Employers are also prohibited from retaliating or discriminating against employees who exercise their rights under this law.

## Reminder

Reed Group encourages employers to review their leave policies in order to ensure they are in compliance with the new state laws.

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