

14102298D

HOUSE BILL NO. 711

Offered January 8, 2014

Prefiled January 7, 2014

A *BILL to require the Director of the Department of Human Resource Management to develop a universal leave system for classified employees.*

Patron—Campbell

Referred to Committee on General Laws

Be it enacted by the General Assembly of Virginia:

1. § 1. A. *The Director of the Department of Human Resource Management shall develop a new universal leave system for classified employees. Such system shall include the following provisions:*

1. *Annual, family, personal, and sick leave shall be consolidated into one category called "universal leave" that may be taken by an employee for any reason;*

2. *Universal leave shall be awarded to an employee at the beginning of each fiscal year and any accrued unused leave balances may be carried over from one fiscal year to the next, up to the maximum rate of accrual based on the employee's years of state service;*

3. *Accrual of universal leave shall be based upon years of service, with those having longer periods of state service receiving more universal leave;*

4. *Persons whose employment begins on or after January 1, 2015, shall be covered by the universal leave system and accrual of universal leave shall be prorated based on their annual rate of accrual;*

5. *Persons whose employment begins before January 1, 2015, shall be given a yearly option to opt-in to the universal leave system by making a one-time irrevocable election; and*

6. *No employee who elects to participate in the universal leave system shall be financially compensated for any unused leave from the current system; however, the Director may allow an employee to transfer a portion or all of his unused leave so long as the maximum yearly carryover of leave is not exceeded.*

B. *The Director may appoint an advisory group of classified employees with varying years of service who represent the geographic areas of Virginia and the various state agencies as the Director deems advisable to assist the Director in the development of the universal leave system.*

§ 2. *The Director of the Department of Human Resource Management shall report to the Chairmen of the House Committee on Appropriations and the Senate Committee on Finance on the development of the universal leave system on or before December 1, 2014.*

2. **That the implementation date of the universal leave system developed by the Director of the Department of Human Resource Management shall be January 1, 2015.**

INTRODUCED

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