

# 2015 SESSION

INTRODUCED

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## SENATE BILL NO. 1135

Offered January 14, 2015

Prefiled January 13, 2015

A *BILL to amend the Code of Virginia by adding in Article 2 of Chapter 11 of Title 51.1 a section numbered 51.1-1108.1, relating to adoption leave benefit.*

Patrons—Garrett; Delegate: Carr

Referred to Committee on Finance

### Be it enacted by the General Assembly of Virginia:

1. That the Code of Virginia is amended by adding in Article 2 of Chapter 11 of Title 51.1 a section numbered 51.1-1108.1 as follows:

#### *§ 51.1-1108.1. Adoption leave benefit.*

A. A participating employee who adopts an infant under one year of age shall be eligible to receive adoption leave to account for absence due to the care of the infant, provided that the employee gives reasonable prior notice to his agency head of the intent to adopt and take adoption leave. The amount of leave shall be equivalent to the amount of paid leave provided to a participating employee under short-term disability pursuant to Article 3 (§ 51.1-1109 et seq.) for a birth without medical complications. Participating employees shall be compensated by their employers at 100 percent of creditable compensation for each hour of adoption leave taken. Any adoption leave awarded to a participating employee shall expire 12 weeks after the employee takes custody of the infant.

B. The Department of Human Resource Management shall develop guidelines and policies for the implementation of the adoption leave benefit.

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