

1999 SESSION

INTRODUCED

992640416

HOUSE BILL NO. 1754

Offered January 13, 1999

A *BILL to amend and reenact § 51.1-1107 of the Code of Virginia, relating to sick leave, family leave and personal leave.*

Patron—Putney

Referred to Committee on General Laws

Be it enacted by the General Assembly of Virginia:

1. That § 51.1-1107 of the Code of Virginia is amended and reenacted as follows:

§ 51.1-1107. Family and personal leave benefit.

A. On the effective date of participation in the program, and thereafter on each January 1, existing participating employees shall receive an amount of family and personal leave based on the number of months of service as an eligible employee, as follows:

Months of service	Number of hours
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Less than 120	32
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120 or more	40
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B. Any partial calendar month during which a participating employee was employed prior to January 1, 1999, shall constitute one month of service for purposes of this section.

C. Participating employees commencing employment or who are reemployed on or after January 1, 1999, shall receive an amount of family and personal leave for the first calendar year of employment based on the date employment commenced, as follows:

Date employment commenced	Number of hours
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January 1 through June 30	32
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July 1 through December 31	16
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D. Participating employees shall not be paid or otherwise compensated upon leaving employment for any balance of unused family and personal leave provided to them under this section.

E. Unused balances of family and personal leave granted under this section shall not be carried forward beyond the calendar year in which such leave is granted. *However, a participating employee shall receive a payment for any unused personal leave balance at the employees hourly rate of pay. Such payment shall be made no later than 60 days after the close of the calendar year.*

F. Employees receiving disability benefits on January 1 of any year shall be granted family and personal leave for such year on the date they return to active employment. The amount of family and personal leave granted for such year shall be determined as if they were continuing employment on the date of their return to work as provided in subsections A, B and C.

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