

HB1222_L.002

HOUSE COMMITTEE OF REFERENCE AMENDMENT

Committee on Health, Insurance & Environment.HB13-1222 be amended as follows:

1 Amend printed bill, page 2, line 12, strike "EMPLOYER." and substitute
2 "EMPLOYER AND WHO IS ELIGIBLE FOR FMLA LEAVE."

3 Page 3, after line 13 insert:

4 "(2) (a) FOR PURPOSES OF CONFIRMING AN EMPLOYEE'S
5 RELATIONSHIP TO A PERSON DESCRIBED IN SUBSECTION (1) OF THIS
6 SECTION FOR WHOM THE EMPLOYEE IS REQUESTING FMLA LEAVE, THE
7 EMPLOYER MAY REQUIRE THE EMPLOYEE TO PROVIDE REASONABLE
8 DOCUMENTATION OR A WRITTEN STATEMENT OF FAMILY RELATIONSHIP, IN
9 ACCORDANCE WITH THE FMLA.

10 (b) AN EMPLOYER MAY REQUIRE AN EMPLOYEE SEEKING FMLA
11 LEAVE FOR A PERSON DESCRIBED IN SUBSECTION (1) OF THIS SECTION TO
12 SUBMIT THE SAME CERTIFICATION AS THE EMPLOYER MAY REQUIRE UNDER
13 THE FMLA.

14 (3) FMLA LEAVE TAKEN BY AN EMPLOYEE PURSUANT TO THIS
15 SECTION RUNS CONCURRENTLY WITH LEAVE TAKEN UNDER THE FMLA,
16 AND THIS SECTION DOES NOT:

17 (a) INCREASE THE TOTAL AMOUNT OF LEAVE TO WHICH AN
18 EMPLOYEE IS ENTITLED DURING A TWELVE-MONTH PERIOD UNDER THE
19 FMLA, THIS SECTION, OR BOTH; AND

20 (b) PRECLUDE AN EMPLOYER FROM GRANTING AN EMPLOYEE AN
21 AMOUNT OF LEAVE THAT EXCEEDS THE TOTAL AMOUNT OF LEAVE TO
22 WHICH THE EMPLOYEE IS ENTITLED DURING A TWELVE-MONTH PERIOD
23 UNDER THE FMLA."

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