

SB 5659-S - DIGEST

(SUBSTITUTED FOR - SEE 2ND SUB)

Finds that, although family and medical leave laws have assisted individuals to balance the demands of the workplace with their family responsibilities, more needs to be done to achieve the goals of family care, children and family health, workforce stability, and economic security.

Finds that many individuals do not have access to family and medical leave laws, and those who do may not be in a financial position to take family and medical leave that is unpaid, and that employer-paid benefits, including family and medical leave and disability benefits, meet only a relatively small part of this need.

Declares it to be in the public interest to establish a program that: (1) Allows parents to bond with a newborn or newly placed child, and workers to care for seriously ill family members or recover from their own serious health condition;

(2) Provides limited income support for a reasonable period while an individual is away from work on family and medical leave;

(3) Reduces the impact on state income support programs by increasing an individual's ability to provide caregiving services for family members while maintaining an employment relationship; and

(4) Establishes a wage replacement benefit to be coordinated with current existing state and federal family and medical leave laws.

Requires the secretary of state to submit this act to the people for their adoption and ratification, or rejection, at the next general election to be held in this state, in accordance with Article II, section 1 of the state Constitution and the laws adopted to facilitate its operation.