

# HOUSE RESEARCH

## Bill Summary

**FILE NUMBER:** H.F. 219

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**Authors:** Walker

**Subject:** Use of sick leave benefits

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This bill expands the use of employer provided sick leave benefits by authorizing an employee to use sick leave benefits when a spouse, sibling, parent, grandparent, stepparent, or domestic partner is ill or injured, requiring the employee to care for the related person. The use of sick leave benefits under current law is authorized only for the care of an injured or sick child.

Sick leave as defined in current law is limited to the time available to an employee to be absent from work due to illness or injury and excludes short- or long-term disability or other salary continuation benefits. This bill applies to employers with 21 or more employees at a single site. To be eligible under this section, an employee must be employed by the employer for 12 consecutive months for the equivalent of half time or more.

"Domestic Partner" is defined in the bill to mean a person who has entered into a committed interdependent relationship with another adult, where the partners are:

- responsible for one another's basic common welfare;
- share a common residence and intend to do so indefinitely;
- are not related by blood or adoption to an extent that would prohibit marriage in this state; and
- are legally competent and qualified to enter into a contract.

The bill provides that domestic partners may share a common residence even if they do not have a legal right to possess the residence, or one or both domestic partners possess additional real property. If a domestic partner temporarily leaves the common residence with the intention to return, the domestic partners continue to share a common residence for the purposes of this section.