

State of Arkansas  
90th General Assembly  
Regular Session, 2015

# A Bill

HOUSE BILL 1468

By: Representative Womack

By: Senator Maloch

## For An Act To Be Entitled

AN ACT TO MODIFY THE USE OF SHARED LEAVE UNDER THE  
UNIFORM ATTENDANCE AND LEAVE POLICY ACT; AND FOR  
OTHER PURPOSES.

### Subtitle

TO MODIFY THE USE OF SHARED LEAVE UNDER  
THE UNIFORM ATTENDANCE AND LEAVE POLICY  
ACT.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Arkansas Code § 21-4-203(17), concerning the definition of "shared leave" under the Uniform Attendance and Leave Policy Act, is amended to read as follows:

(17) "Shared leave" means the donation of an employee's earned sick leave or earned annual leave to another employee who:

(A) Is suffering from a severe illness; ~~or~~

(B) Has an immediate family member suffering from a severe illness; or

(C) Has approved paternity leave or approved maternity leave after:

(i) The birth of a biological child;

(ii) The placement of an adoptive child in the adoptive home of the employee; or

(iii) The placement of a foster child in the foster home of the employee for an appropriate transition period that is in the best



interest of the foster child as determined by the Division of Children and Family Services of the Department of Human Services.

SECTION 2. Arkansas Code § 21-4-217(e), concerning the documentation required to substantiate a severe illness for shared leave, is amended to read as follows:

(e) An employee who is granted shared leave shall provide his or her employer:

(1) ~~an~~ An acceptable medical certificate from a healthcare provider documenting the severe illness or the birth of the employee's biological child that made the employee eligible for shared leave;

(2) A final decree of adoption issued by a court of competent jurisdiction approving the adoption of a child by an employee; or

(3) Documentation provided by the Division of Children and Family Services of the Department of Human Services approving the placement of a foster child in the foster home of the employee.

**APPROVED: 03/12/2015**