

Stricken language would be deleted from and underlined language would be added to the law as it existed prior to this session of the General Assembly.

1 State of Arkansas  
2 84th General Assembly  
3 Regular Session, 2003

# A Bill

SENATE BILL 11

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5 By: Senator J. Jeffress  
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## For An Act To Be Entitled

8  
9 AN ACT TO AMEND ARKANSAS CODE § 21-4-214 TO ALLOW  
10 STATE AGENCY DIRECTORS TO WAIVE THE MINIMUM LEAVE  
11 REQUIREMENT FOR EMPLOYEE ELIGIBILITY FOR  
12 CATASTROPHIC SICK LEAVE; AND FOR OTHER PURPOSES.  
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## Subtitle

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15 TO ALLOW STATE AGENCY DIRECTORS TO WAIVE  
16 THE MINIMUM LEAVE REQUIREMENT FOR  
17 EMPLOYEE ELIGIBILITY FOR CATASTROPHIC  
18 SICK LEAVE.  
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21 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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23 SECTION 1. Arkansas Code § 21-4-214(d), concerning the catastrophic  
24 leave program for state employees, is amended to read as follows:

25 (d) An employee may be eligible for catastrophic leave when:

26 (1) The employee has been employed by the state for more than  
27 two (2) years;

28 (2) (A) ~~At~~ Unless the combined sick and annual leave requirement  
29 is waived under subdivision (d)(2)(B) of this section, at the onset of the  
30 illness or injury the employee had to his or her credit at least eighty (80)  
31 hours of combined sick and annual leave and has exhausted all such leave;

32 (B) A state agency director may waive the minimum eighty-  
33 hour requirement for combined sick and annual leave if the agency director  
34 determines the employee warrants eligibility because of extraordinary  
35 circumstances under the standards and guidelines promulgated under  
36 subdivision (f)(2) of this section;

1           (3) An acceptable medical certificate from a physician  
2 supporting the continued absence is on file; and

3           (4) The employee has not been disciplined for any leave abuse  
4 during the past two (2) years.

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6           SECTION 2. Arkansas Code § 21-4-214(f), concerning the catastrophic  
7 leave program for state employees, is amended to read as follows:

8           (f)(1) The Director of the Department of Finance and Administration,  
9 or his designee, shall promulgate necessary rules and regulations as deemed  
10 necessary to carry out the provisions of this section.

11           (2) The Director of the Department of Finance and  
12 Administration, or the director's designee, shall specifically promulgate  
13 rules and regulations to prescribe the standards and guidelines of the  
14 extraordinary circumstances that the state agency director may use to waive  
15 the minimum requirement for combined sick and annual leave.

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