

1 State of Arkansas  
2 90th General Assembly  
3 Regular Session, 2015  
4

# A Bill

HOUSE BILL 1468

5 By: Representative Womack  
6 By: Senator Maloch  
7

## For An Act To Be Entitled

9 AN ACT TO MODIFY THE USE OF SHARED LEAVE UNDER THE  
10 UNIFORM ATTENDANCE AND LEAVE POLICY ACT; AND FOR  
11 OTHER PURPOSES.  
12  
13

## Subtitle

15 TO MODIFY THE USE OF SHARED LEAVE UNDER  
16 THE UNIFORM ATTENDANCE AND LEAVE POLICY  
17 ACT.  
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19

20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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22 SECTION 1. Arkansas Code § 21-4-203(17), concerning the definition of  
23 "shared leave" under the Uniform Attendance and Leave Policy Act, is amended  
24 to read as follows:

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

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

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

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

32 (i) The birth of a biological child;

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

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



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

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

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

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

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

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