

THIRTEENTH KOSRAE STATE LEGISLATURE

ELEVENTH SPECIAL SESSION, JULY 2024

L. B. No.

13-142

J#60/H&SA

A BILL FOR AN ACT

To amend Section 18.608 of the Kosrae State Code to include Paternity Leave for all state government male employees; and for other purposes.

BE IT ENACTED BY THE KOSRAE STATE LEGISLATURE

1 Section 1. Purpose. The purpose of this act is to amend Title 18.608 to codify the parental
2 rights of men, namely paternity leave for all male government employees.

3 Section 2. Amendment. Kosrae State Code Title 18, Chapter 6, Section 18.608 is hereby
4 amended to read as follows:

5 ...

6 Section 18.608 (5) Maternity Leave. Female employees, at their own discretion or
7 at their physician's discretion, may take thirty (30) days of maternity leave with pay
8 followed by any available sick leave, followed by annual leave, followed by
9 administrative leave; the entire maternity leave period not to exceed a total of 90
10 consecutive days.

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12 (a) For the purpose of this section, "maternity leave" means leave in connection
13 with the birth of a child of a state government employee. Maternity leave shall
14 be applied to all state government employees, regardless of employment
15 status, whether permanent or probationary status, and whether a public service
16 or exempt employee.

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(6) Paternity Leave. Male government employees at their discretion may take up to 5 days paid leave when their partners have given birth.

~~(6)(7)~~ Administrative Leave. With the consent of a management official and a permanent employee's Branch Head, a permanent employee may take administrative leave with or without pay whenever in the judgment of the Branch Head, administrative leave with or without pay would avoid unnecessary hardship or be in the best interests of the public. Provided however that a permanent employee who volunteer to donate blood required for a patient or for a healthrelated purpose shall be awarded administrative leave, duration of which shall be upon the sound discretion of the management official or the branch head.

~~(7)(8)~~ No Payment for Newly Accumulated Leave. No employee shall be paid for any type of leave that accumulates after this Bill becomes law.

~~(8)(9)~~ Compensation for Already Accrued Leave. When this Bill becomes law, employees with already accrued annual leave shall be paid for up to a maximum of two hundred forty (240) hours of already accrued annual leave per employee. The Oversight Board shall establish the fair amount of payment for already accrued annual leave. The Oversight Board shall establish the fair amount of

37 payment for already accrued annual leave shall be paid.

38 ~~(9)~~(10) Donation of Sick Leave.

39 a) For compassionate reasons and not for pecuniary gain, an employee
40 may donate his unused earned accumulated sick leave which has not been
41 advanced to him to another employee who has entirely used up his
42 accumulated sick leave and is suffering from a catastrophic illness. The
43 donation shall be voluntary and no employee shall be coerced in any way to
44 donate his unused earned accumulated sick leave.

45 b) The effect of donating sick leave shall be the same as if the donor
46 employee had used the donated sick leave himself. Once a donor employee has
47 donated sick leave, the donated sick leave becomes the sick leave of the
48 donee employee and is no longer available to the donor employee,
49 regardless of whether the donee employee is able to make use of the
50 donated sick leave. Nothing in this paragraph shall be construed to prevent
51 a donor employee from becoming a donee employee, provided that he
52 becomes eligible to receive donated sick leave by suffering a catastrophic
53 illness and using up all his accumulated sick leave.

54 c) The donor employee shall complete a leave request indicating the
55 amount of sick leave to be donated and the name of the donee employee. The

56 Director of Finance and Administration or his designee shall prescribe the form of
57 the leave request. At a minimum, the form shall indicate the name of the donor
58 employee, the name of the donee employee, the number of hours of sick
59 leave being donated, and an acknowledgement signed by the donor
60 employee that he or she freely and willingly and not for pecuniary gain
61 298 forfeits all rights to the donated sick leave.

62 d) For purposes of this subsection, a catastrophic illness is one which
63 prevents the employee from returning to his duties for a period of 30 consecutive
64 days or more as certified by qualified medical personnel. A donee employee may
65 receive no more than 180 days of donated sick leave per year in total from
66 donor employees”

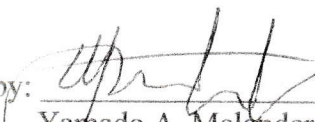
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68 Section 3. Effective Date. This act shall become law upon approval by the
69 Governor or upon its becoming law without such approval.

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Date: 7/3/24

Introduced by: 
Yamado A. Melander

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