

By: Representative Crawford

To: State Affairs

HOUSE BILL NO. 1070

1 AN ACT TO CREATE NEW SECTION 25-3-96, MISSISSIPPI CODE OF
 2 1972, TO PROVIDE THAT STATE EMPLOYEES WHO HAVE USED EARNED
 3 PERSONAL LEAVE OR MAJOR MEDICAL LEAVE IN ORDER TO BE PAID THEIR
 4 REGULAR COMPENSATION WHILE TAKING LEAVE UNDER THE FEDERAL FAMILY
 5 AND MEDICAL LEAVE ACT (FMLA) MAY BUY BACK ALL OR ANY PORTION OF
 6 THE PERSONAL OR MAJOR MEDICAL LEAVE USED WHILE TAKING FMLA LEAVE,
 7 BY PAYING TO THEIR EMPLOYER THE AMOUNT OF THE NET COMPENSATION
 8 RECEIVED DURING THE USE OF THE PERSONAL OR MAJOR MEDICAL LEAVE;
 9 AND FOR RELATED PURPOSES.

10 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

11 **SECTION 1.** The following shall be codified as Section
 12 25-3-96, Mississippi Code of 1972:

13 25-3-96. An employee who has used earned personal leave,
 14 major medical leave or a combination of personal and major medical
 15 leave in order to be paid his or her regular compensation while
 16 taking leave under the federal Family and Medical Leave Act (FMLA)
 17 is authorized to buy back all or any portion of the personal or
 18 major medical leave used while taking FMLA leave, by paying to his
 19 or her employer the amount of the net compensation received during
 20 the use of the personal or major medical leave. Upon payment of
 21 the required amount for the personal or major medical leave being



22 purchased, the appropriate amount of the employee's personal or
23 major medical leave shall be reinstated to the credit of the
24 employee.

25 **SECTION 2.** This act shall take effect and be in force from
26 and after July 1, 2024.

