

By: Representative Crawford

To: State Affairs

## HOUSE BILL NO. 945

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, 2025.

