



SPONSOR: Rep. Heffernan & Rep. Dorsey Walker & Sen. Poore
Reps. Baumbach, Bolden, K. Johnson, Morrison; Sens.
Gay, Hansen, Hoffner, Pinkney

HOUSE OF REPRESENTATIVES
152nd GENERAL ASSEMBLY

HOUSE BILL NO. 177

AN ACT TO AMEND TITLE 29 OF THE DELAWARE CODE RELATING TO COMPASSIONATE LEAVE

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:

1 Section 1. Amend Chapter 51, Title 29 of the Delaware Code by making deletions as shown by strike through and
2 insertions as shown by underline as follows:

3 § 5125. Compassionate leave.

4 (a) For purposes of this section,

5 (1) "Immediate family" means the employee's spouse or domestic partner; parent, stepparent or child of the
6 employee, spouse or domestic partner; employee's grandparent or grandchild; employee's sibling; or any minor child
7 for whom the employee has assumed and carried out parental responsibilities.

8 (2) "State employee" means any benefit-eligible full-time or part-time employee of the State hired to work 30
9 or more hours. "State employee" does not include casual seasonal employees as defined by § 5903(17)a. of Title 29,
10 or an individual in an equivalent casual seasonal position with an employer covered by State employee benefits.

11 (b) Upon the death of an immediate family member, a state employee shall be granted 37.5 hours (37.5 hour
12 weekly schedule) or 40 hours (40-hour weekly schedule) leave with pay, or on a pro-rata basis for part-time State
13 employees.

14 (c) An employee requesting leave under this section must supply supporting documentation if requested.

15 (d) An employee may request approval for a person not specified as immediate family under subsection (a)(1) of
16 this section.

17 Section 2. This Act shall take effect July 1, 2024.

SYNOPSIS

This bill increases the amount of Compassionate Leave for eligible employees of the State upon the death of an immediate family member.