

Outsourcing Alert: Employees can use accrued sick leave to care for “qualified family member”

On December 31, 2015, the Governor of Puerto Rico signed Law No. 251 to amend the Law No. 180 of July 27, 1998, known as Puerto Rico’s Minimum Wage, Vacation and Sick Leave Act.

Law No. 251 allows employees who work under Act 180 to use up to five days of accrued sick leave per year to care for a sick “qualified family member”.

Qualified family members

Qualified family members are:

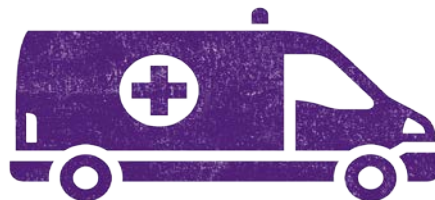
- sick children
- spouse
- parents
- sick minors, persons of advanced age (60 years of age or older), or disabled persons under the employee’s legal custody or guardianship.

To be eligible to take caregiver’s leave, employees must have more than five accrued paid sick days and be able to maintain an accrued minimum sick balance of five days. If an employee does not have more than five accrued sick days, the employee is not eligible to take caregiver’s leave.

This law applies to businesses with more than 15 employees and it is effective immediately after its approval.

Links:

<http://www.lexjuris.com/lexlex/Leyes2015/1/exl2015251.htm>



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