

**LABOR&EMPLOYMENT LAW ALERT  
SEPTEMBER 3, 2009**

**LEGISLATION UPDATE**

**Local Legislation**

Senate Bill ("SB") 486, providing for a paternity leave for fathers who work in the private sector on account of the premature birth of their infants, or when the mother and infant suffer any postnatal complication received a pocket veto. Likewise, SB 487 providing for an extension of the maternity leave for mothers of infants born prematurely, who require their mothers' care, was also vetoed. A similar Bill, SB 108, extending the maternity leave for four additional unpaid weeks, for mothers of infants with congenital health conditions, and providing a 10-day paternity leave was approved unanimously by the Senate on August 17, 2009.

**Federal Legislation Reminder**

On October 9, 2008, H.R. 285, commonly known as Michelle's Law, was signed by former President George W. Bush. Michelle's Law amends ERISA, among other statutes, and impacts health insurance plans. The statute provides protection to post-secondary students who are dependents of a participant or beneficiary, under a parent's health insurance plan, due to their full-time student status. It protects the student from losing his/her full-time student status as a result of a medically necessary leave. This law is effective for plan years beginning on or after October 9, 2009. For calendar year plans, the effective date is January 1, 2010.

If you need more information regarding this or any Labor & Employment Law matter please contact any of the attorneys listed below:

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