



PREVAILED	Roll Call No. _____
FAILED	Ayes _____
WITHDRAWN	Noes _____
RULED OUT OF ORDER	

HOUSE MOTION _____

MR. SPEAKER:

I move that House Bill 1001 be amended to read as follows:

- 1 Page 128, between lines 30 and 31, begin a new paragraph and
- 2 insert:
- 3 "SECTION 89. IC 22-2-20.2 IS ADDED TO THE INDIANA CODE
- 4 AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE
- 5 JULY 1, 2025]:
- 6 **Chapter 20.2. Grandparent Leave**
- 7 **Sec. 1. As used in this chapter, "child" means a biological child,**
- 8 **adopted child, foster child, or stepchild.**
- 9 **Sec. 2. As used in this chapter, "employee" means an individual**
- 10 **who is employed by an employer.**
- 11 **Sec. 3. As used in this chapter, "employer" means the following:**
- 12 **(1) A sole proprietor, corporation, partnership, limited**
- 13 **liability company, or other entity with one (1) or more**
- 14 **employees.**
- 15 **(2) A state agency.**
- 16 **(3) A political subdivision.**
- 17 **Sec. 4. As used in this chapter, "grandchild" means a child of**
- 18 **the employee's child.**
- 19 **Sec. 5. As used in this chapter, "grandparent" means a**
- 20 **biological grandparent, an adoptive grandparent, a foster**
- 21 **grandparent, or a stepgrandparent.**
- 22 **Sec. 6. As used in this chapter, "political subdivision" has the**

1 meaning set forth in IC 36-1-2-13.

2 **Sec. 7.** As used in this chapter, "state agency" means an
3 authority, a board, a branch, a bureau, a commission, a committee,
4 a council, a department, a division, an office, an officer, a service,
5 or an instrumentality of the executive, judicial, or legislative
6 branch of state government. The term includes a state educational
7 institution (as defined in IC 21-7-13-32).

8 **Sec. 8.** An employee who has been employed by an employer for
9 at least six (6) consecutive months on a full-time basis is entitled to
10 at least the following amount of paid leave for the birth or adoption
11 of the employee's grandchild:

- 12 (1) Forty-five (45) working days if the employee's grandchild
13 resides in a two (2) parent household.
14 (2) Ninety (90) working days if the employee's grandchild
15 resides in a single parent household.

16 **Sec. 9. (a)** A grandparent entitled to leave under section 8 of this
17 chapter may transfer any of the leave that is not taken by the
18 grandparent to another adult who:

- 19 (1) is a resident of Indiana; and
20 (2) will be using the leave to care for the grandparent's
21 grandchild.

22 **(b)** If an individual who receives a transfer of leave under
23 subsection (a):

- 24 (1) has been employed by an employer for at least six (6)
25 consecutive months on a full-time basis; and
26 (2) provides the individual's employer with written
27 verification of the transfer of leave;

28 the employer shall grant the individual a leave of absence of at
29 least the amount of leave transferred under subsection (a).

30 **Sec. 10. (a)** Any leave available under this chapter must be taken
31 by an employee not later than one (1) year after the child is born
32 or adopted.

33 **(b)** An employee may not use leave under this chapter to:

- 34 (1) participate in a course of study; or
35 (2) search for other work.

36 **Sec. 11. (a)** An employer shall compensate an employee granted
37 leave under this chapter at the employee's regular rate of pay for
38 the regular work hours during which the employee is absent from
39 work. An employer may apply for a grant under section 13 of this
40 chapter for reimbursement of the amount of compensation paid by
41 the employer to an employee granted leave under this chapter.

42 **(b)** A leave of absence granted to an employee under this
43 chapter is in addition to vacation days, sick days, personal days,
44 and compensatory time that the employee accrues.

45 **(c)** An employee's service shall be considered uninterrupted by
46 a leave of absence under this chapter for purposes of determining
47 the following:

- 1 **(1) Seniority.**
- 2 **(2) Salary or salary advancement.**
- 3 **(3) Performance awards.**
- 4 **(4) The receipt of a benefit that may be affected by a leave of**
- 5 **absence.**
- 6 **Sec. 12. An employer may not retaliate against an employee for**
- 7 **requesting or obtaining a leave of absence under this chapter.**
- 8 **Sec. 13. (a) The grandparent leave reimbursement program is**
- 9 **established to provide grants to reimburse employers for**
- 10 **compensation paid to employees during leaves of absence under**
- 11 **this chapter.**
- 12 **(b) The department of workforce development shall:**
- 13 **(1) administer the grandparent leave reimbursement**
- 14 **program; and**
- 15 **(2) establish and implement procedures and guidelines for the**
- 16 **application and the awarding of grants under the grandparent**
- 17 **leave reimbursement program.**
- 18 **(c) An employer may apply on a monthly basis for a grant under**
- 19 **the grandparent leave reimbursement program for reimbursement**
- 20 **of any amounts paid in the preceding month by the employer to**
- 21 **compensate an employee for leave taken under this chapter.**
- 22 **(d) There is annually appropriated to the department of**
- 23 **workforce development from the state general fund an amount**
- 24 **sufficient to award grants under the grandparent leave**
- 25 **reimbursement program.**
- 26 **(e) The department of workforce development may adopt rules**
- 27 **under IC 4-22-2 as necessary to implement this section."**
- 28 Renumber all SECTIONS consecutively.
- (Reference is to HB 1001 as printed February 17, 2025.)

Representative Bauer M