

Puerto Rico Bill to Provide Emergency Leave for Pandemic Illness Revised to Require Paid Leave

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March 18, 2020

The Puerto Rico Senate has revised House Bill 2428 to replace the provision of 20 days of unpaid emergency leave due to diagnosis of a pandemic illness with five days of paid emergency leave.

HB 2428 seeks to amend Puerto Rico Law 180-1998, which establishes paid sick and vacation leave benefits to some private sector employees, excluding employees classified as executives, administrators, and professionals, among others. (For more on HB 2428, see our article, [Puerto Rico Senate Considers Unpaid Emergency Leave for Pandemic Illness](#).)

The Senate amendments also provide that the five days of paid emergency leave can be used after other leaves have been exhausted.

HB 2428 returns to the House of Representatives for a vote on the changes at their next session, scheduled for March 19.

We will continue to monitor HB 2428 and provide updates.

Given the rapidly changing situation, businesses must prepare. Jackson Lewis attorneys and the dedicated [COVID-19 Task Force](#) are ready to assist with any questions.

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