



**GOVERNMENT OF KOSRAE**

**Office of the Governor**

**Post Office Box 158**

**Kosrae, Federated States of Micronesia 96944**

**Telephone: 691-370-3002/3003..Facsimile: 691-370-3162**

October 20, 2014

The Honorable Gibson T. Siba  
Speaker  
Tenth Kosrae State Legislature  
Tofol, Kosrae FM 96944

Dear Mr. Speaker.

Kulo nu sin God ke moul lasr. Paing kom a members ke Sroasr Masap kewa.

Wangin pa pusra yok lasr nuke sripa yok lun L.B. No. 10-157, Oinge nga fulela lusen len 30 la in eis comments nuka, panang oru el putatyang nuke pusren masap su orala Kosrae State Law No. 10-142.

" TO FURTHER AMEND SECTION 18.608 OF TITLE 18 OF THE KOSRAE STATE CODE, AS AMENDED, TO ALLOW DONATION OF SICK LEAVE TO EMPLOYEES WITH SERIOUS ILLNESS; AND FOR OTHER PURPOSES."

Certified copy ke Masap se inge pa attached nuke letter luk.

Kulo ma tulap.



Lyndon H. Jackson  
Governor

/mct



TENTH KOSRAE STATE LEGISLATURE  
P. O. Box 187  
Tofol, Kosrae State  
Federated States of Micronesia 96944  
Telephone: (691) 370-3019/3177 \* Fax: 370-2177  
Web Page: [www.kosraelegislature.org](http://www.kosraelegislature.org)

Gibson T. Siba  
SPEAKER

September 16, 2014

Palikun M. Shrew  
VICE SPEAKER

Robert I. Taulung  
FLOOR LEADER

The Honorable Lyndon H. Jackson  
Governor  
State of Kosrae  
Kosrae, FM 96944

LELU

Bob H. Skilling  
Chang B. William  
Gibson T. Siba  
Reedson P. Abraham  
Tulensa W. Palik

TAFUNSAK

Alokoa J. Sigrah  
Maker L. Palsis  
Robert I. Taulung  
Rolner L. Joe

MALEM

Jarinson M. Charley  
Jefferson M. Timothy  
Palikun M. Shrew

UTWA

Josaiah F. Waguk  
Rinson H. Edmond

Dear Governor Jackson:

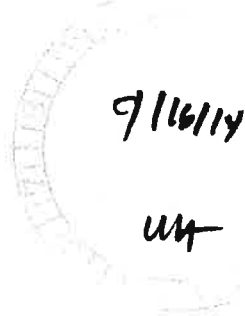
I have the honor to transmit herewith for your consideration and action **L. B. NO. 10-157, TO FURTHER AMEND SECTION 18.608 OF TITLE 18 OF THE KOSRAE STATE CODE, AS AMENDED, TO ALLOW DONATION OF SICK LEAVE TO EMPLOYEES WITH SERIOUS ILLNESS; AND FOR OTHER PURPOSES.;** which passed the Legislature, Eighth Regular Session, by two-thirds of the members of the Legislature, a quorum being present.

Respectfully yours,



Tosie K. Elley  
Chief Clerk  
Tenth Kosrae State Legislature

Enclosures



TENTH KOSRAE STATE LEGISLATURE  
EIGHTH REGULAR SESSION  
AUGUST 11, 2014 – SEPTEMBER 13, 2014

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A BILL FOR AN ACT

TO FURTHER AMEND SECTION 18.608 OF TITLE 18 OF THE  
KOSRAE STATE CODE, AS AMENDED, TO ALLOW DONATION  
OF SICK LEAVE TO EMPLOYEES WITH SERIOUS ILLNESS;  
AND FOR OTHER PURPOSES.

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INTRODUCED Senator

Bob H. Skilling

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DATE: July 18, 2013

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ACTION BY THE LEGISLATURE

PASSED FIRST READING: September 3, 2014

REFERRING TO: Committee on H&SA  
SCR. No. 10-296 – A – 09/03/14

PASSED SECOND READING: September 9, 2014

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Tosie K. Elley  
Chief Clerk  
KOSRAE STATE LEGISLATURE

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Gibson T. Siba  
SPEAKER

LEGISLATIVE BILL NO. 10-157

Palikun M. Shrew  
VICE SPEAKER

Robert I. Taulung  
FLOOR LEADER

We hereby certify that the foregoing Bill has passed Second and Final Readings  
in the Legislature, Eighth Regular Session, 2014, by two-thirds of the members  
of the Tenth Kosrae State Legislature, a quorum being present.

LELU

Bob H. Skilling  
Chang B. William  
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Gibson T. Siba  
Speaker  
Tenth Kosrae State Legislature

  
Tosie K. Elley  
Chief Clerk  
Tenth Kosrae State Legislature

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A BILL FOR AN ACT

To further amend Section 18.608 of Title 18 of the Kosrae State Code, as amended, to allow donation of sick leave to employees with serious illness; and for other purposes.

BE IT ENACTED BY THE KOSRAE STATE LEGISLATURE

1           Section 1. Section 18.608 of Title 18 of the Kosrae State Code, as amended by S. L. No.  
2   8-117, is hereby further amended to read as follows:.

3                   “Section 18.608. Leave.

4                           (1)   Paid Annual Leave. Permanent employees may take twenty-five  
5   (25) days or two hundred (200) hours of paid annual leave, effective the first day of each fiscal  
6   year. Paid annual leave does not accrue from year to year.

7                           (2)   Sick leave. All permanent employees may take earned sick leave as  
8   follows:

9                                   a.   All permanent employees of the Public Service System shall  
10   earn sick leave at the rate of three (3) hours per pay period. There shall be no waiting period for  
11   new employees.

12                                   b.   to be eligible for sick leave, a permanent employee (i) must be  
13   injured or ill and (ii) must have accumulated earned sick leave.

14                                   c.   A permanent employee is required to notify the Administrative  
15   Officer as soon as possible on the first day sick leave is taken. If an emergency prevents  
16   notification on the first day sick leave is taken, or the permanent employee has no access to a  
17   telephone, then the permanent employee must notify the Administrative Officer as soon as her or  
18

1 she is able to do so.

2                   d. When a permanent employee takes sick leave for more than  
3 three (3) consecutive working days, a written explanation bearing a doctor's signature or other  
4 form of evidence must be presented to the Administrative Officer. The Administrative Officer  
5 may require written evidence of illness from a doctor when taking sick leave appears chronic or  
6 excessive.

7                   e. All sick leaves shall be accumulated from year to year.

8                   f. Strictly there will be no form of compensation nor sanction  
9 bestowed upon any accumulated sick leaves.

10               (3) ...

11               (8) Donation of Sick Leave.

12                   a. For compassionate reasons and not for pecuniary gain, an employee  
13 may donate his unused earned accumulated sick leave which has not been advanced to him to  
14 another employee who has entirely used up his accumulated sick leave and is suffering from a  
15 catastrophic illness. The donation shall be voluntary and no employee shall be coerced in any  
16 way to donate his unused earned accumulated sick leave.

17                   b. The effect of donating sick leave shall be the same as if the donor  
18 employee had used the donated sick leave himself. Once a donor employee has donated sick  
19 leave, the donated sick leave becomes the sick leave of the employee and is no longer available  
20 to the donor employee, regardless of whether the donee employee is able to make use of the

1 donated sick leave. Nothing in this paragraph shall be construed to prevent a donor employee  
2 from becoming a donee employee, provided that he becomes eligible to receive donated sick  
3 leave by suffering a catastrophic illness and using up all his accumulated sick leave.

4           c. The donor employee shall complete a leave request indicating the  
5 amount of sick leave to be donated and the name of the donee employee. The Director of  
6 Administration and Finance or his designee shall prescribe the form of the leave request. At a  
7 minimum, the form shall indicate the name of the donor employee, the name of the donor  
8 employee, the number of hours of sick leave being donated, and an acknowledgement signed by  
9 the donor employee that he or she freely and willingly and not for pecuniary gain forfeits all  
10 rights to the donated sick leave.

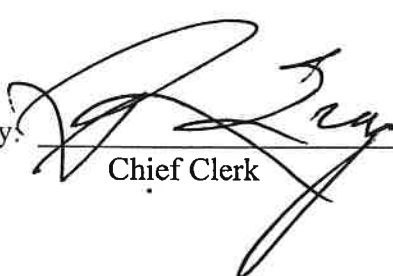
11           d. For purposes of this subsection, a catastrophic illness is one which  
12 prevents the employee from returning to his duties for a period of 30 consecutive days or more as  
13 certified by qualified medical personnel. A donee employee may receive no more than 180 days  
14 of donated sick leave per year in total from donor employees.”

15           Section 2. Effective Date. This act shall become law upon approval by the Governor or  
16 upon its becoming law without such approval.

17  
18 PASSED BY THE TENTH KOSRAE STATE LEGISLATURE ON THE 9<sup>TH</sup> DAY OF  
19 SEPTEMBER, 2014.

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Gibson T. Siba  
Speaker, Tenth Kosrae State Legislature

Attested by:   
Chief Clerk

Lyndon H. Jackson  
Governor, State of Kosrae

Date: \_\_\_\_\_



