

(2) (I) "EMPLOYER" MEANS A PERSON THAT EMPLOYS 15 OR MORE INDIVIDUALS AND IS ENGAGED IN A BUSINESS, INDUSTRY, PROFESSION, TRADE, OR OTHER ENTERPRISE IN THE STATE.

(II) "EMPLOYER" INCLUDES A PERSON WHO ACTS DIRECTLY OR INDIRECTLY IN THE INTEREST OF ANOTHER EMPLOYER WITH AN EMPLOYEE.

(3) "IMMEDIATE FAMILY" INCLUDES A CHILD, SPOUSE, AND PARENT.

(4) (I) "LEAVE WITH PAY" MEANS TIME AWAY FROM WORK FOR WHICH AN EMPLOYEE RECEIVES COMPENSATION.

(II) "LEAVE WITH PAY" INCLUDES SICK LEAVE, VACATION TIME, AND COMPENSATORY TIME.

(B) THIS SECTION APPLIES TO AN EMPLOYER THAT PROVIDES LEAVE WITH PAY UNDER THE TERMS OF:

(1) A COLLECTIVE BARGAINING AGREEMENT; OR

(2) AN EMPLOYMENT POLICY.

(C) AN EMPLOYEE OF AN EMPLOYER MAY USE LEAVE WITH PAY FOR THE ILLNESS OF THE EMPLOYEE'S IMMEDIATE FAMILY.

(D) (1) AN EMPLOYEE OF AN EMPLOYER:

(I) MAY ONLY USE LEAVE WITH PAY UNDER THIS SECTION THAT HAS BEEN EARNED; AND

(II) WHO EARNS MORE THAN ONE TYPE OF LEAVE WITH PAY MAY ELECT THE TYPE AND AMOUNT OF LEAVE WITH PAY TO BE USED UNDER THIS SECTION.

(2) EXCEPT AS PROVIDED IN PARAGRAPH (3) OF THIS SUBSECTION, AN EMPLOYEE OF AN EMPLOYER WHO USES LEAVE UNDER THIS SECTION SHALL COMPLY WITH THE TERMS OF A COLLECTIVE BARGAINING AGREEMENT OR EMPLOYMENT POLICY.

(3) IF THE TERMS OF A COLLECTIVE BARGAINING AGREEMENT WITH AN EMPLOYER OR AN EMPLOYMENT POLICY OF AN EMPLOYER PROVIDE A LEAVE WITH PAY BENEFIT THAT IS EQUAL TO OR GREATER THAN THE BENEFIT