

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

By Juan Felipe Santos & Sara E. Colón-Acevedo

March 18, 2020

## Meet the Authors



### Juan Felipe Santos

Office Managing Principal and  
Office Litigation Manager  
(787) 522-7315  
[Juan.Santos@jacksonlewis.com](mailto:Juan.Santos@jacksonlewis.com)



### Sara E. Colón-Acevedo

Principal  
(787) 522-7310  
[Sara.Colon-Acevedo@jacksonlewis.com](mailto:Sara.Colon-Acevedo@jacksonlewis.com)

## Related Services

COVID-19  
Disability, Leave and Health  
Management

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.

©2020 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on labor and employment law since 1958, Jackson Lewis P.C.'s 1000+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged, stable and diverse, and share our clients' goals to emphasize inclusivity and respect for the contribution of every employee. For more information, visit <https://www.jacksonlewis.com>.