

[Download](#)

. Join team Intel Parallel Studio XE 2011 SP1 Update2 - Join team Intel. On Thursday, the Obama administration announced new guidelines for employers that say they have to be paid sick leave. But the guidelines appear to contradict the law governing the requirement for workers in the United States. What's going on? The administration says the guidelines are in line with a new labor law that took effect last year, and have been in the works for some time. The new rules, formally known as the Minimum Wage, Earnings and Workplace Safety Standards, require firms to provide paid sick leave for workers. They also require employers to provide job-protected leave for workers who have to deal with serious health issues such as a newborn child or a serious medical condition, like cancer, that does not prevent the worker from doing their job. The new law is the first major update since the Clinton administration did a big overhaul of the country's employment rules in 1995. What does the law say? Americans can already get paid sick leave at their jobs. Employers are required to offer up to five days of paid leave per year to workers covered by the federal Family Medical Leave Act. But the 1995 law was written with this type of leave in mind: most employees are covered by their state's standard paid leave rules and must go through their state officials to take this federal leave. In 2010, Congress expanded the requirement for paid leave to all workers, but provided that it was voluntary for employers. About 61 percent of firms report that they provide at least partial paid sick leave. The law is stricter than that in some ways. It says that anyone who gets paid sick leave must be able to "reasonably" perform their job from home or at a family member's home. And it specifies that employers can't require workers who take sick leave to jump through any kind of procedural hoops before they can get paid. What's the difference between paid sick leave and wage and hour law? Some of the details are a little murky, but here's how they're supposed to play out. Workers who get sick pay will be required to contact their employer and say that they're sick. They'll have to be able to prove that they can't work and that they need time off. "Sick leave" and "vacation" are generally treated the same way under the law, but it has to be paid time off and may not be used as unpaid leave (in other words

