

HB 782 -- Healthy Families, Healthy Communities Act

Sponsor: Frame

This bill establishes the Healthy Families, Healthy Communities Act which requires all employers to provide paid sick leave for employees. Employers of 10 or more employees must offer one hour of sick leave for every 37 hours of work, up to 40 hours annually. Employers of less than 10 employees must offer one hour of leave for every 80 hours of work, up to 26 hours annually. Employees will be allowed to carry over up to 40 hours of sick leave from one year to the next.

Sick leave will accrue monthly and may be used as it accrues starting after the ninetieth day of employment. An employee may use sick leave for absences due to physical or mental illnesses, injuries, and medical conditions; obtaining medical diagnosis or care or preventive medical care; and caring for a child or specified relatives or extended family members.

Employers must conspicuously post a notice regarding the company's sick leave policy on the work premises or in a handbook and are prohibited from taking any action against an employee for exercising any rights or filing an action regarding the sick leave policy. The Department of Labor and Industrial Relations must provide and maintain a program of education regarding the rights and benefits of the act.

The provisions of the bill are not to be construed to modify, eliminate, or otherwise abrogate any existing family leave policies, employment benefits, or protections from contracts or collective bargaining agreements that provide greater protections than those in the bill.

The Attorney General may enforce the provisions of the bill by bringing a civil action. Damages and other relief which may be sought in the action are specified.