

HB 2342 -- RIGHT TO UNPAID LEAVE FOR EMPLOYEES AFFECTED BY DOMESTIC VIOLENCE

SPONSOR: Mitten

This bill entitles public and private employees who are victims of domestic violence or a sexual offense to one week of unpaid leave per year to address such violence by various ways specified in the bill.

Employees are required to give 48 hours advance notice of the intent to take such leave and may be required to provide to the employer documentation that the leave is necessary. When returning from such leave, employees are to be restored to the same or equivalent employment position and shall not lose any accrued benefits. During such leave, employers are required to maintain health coverage for the employee while he or she is on leave, but the premium may be recovered if the employee does not return.

Employers and public agencies providing public assistance may not discriminate against individuals covered under this bill, and such entities are required to make reasonable accommodations for such individuals unless the accommodation would constitute an undue hardship.

The Attorney General has the authority to enforce the provisions of this bill.