

HB 944 -- UNPAID LEAVE FOR EMPLOYEES AFFECTED BY CERTAIN CRIMES

SPONSOR: Mitten

This bill allows any person employed by a public or private employer with at least 15 employees to be entitled to unpaid leave if the person, or a family or household member, is a victim of domestic or sexual violence. Permissible reasons for taking leave include seeking medical attention, recovering from injury, obtaining victim services, obtaining counseling, participating in safety planning, and seeking legal assistance.

The bill specifies that the leave shall be limited to two weeks of leave per year if the employer employs at least 50 employees and one week per year if the employer employs at least 15 but not more than 49 employees.

This bill requires an Employee to give 48 hours notice of the intent to take leave and may be required to provide certification to the employer that the leave is necessary.

On return from leave, an employee shall be restored to the same or equivalent employment position and shall not lose accrued benefits. The employer is required to maintain health coverage for the employee while on leave but the premium may be recovered if the employee does not return.

The bill requires an employer to post and keep posted a notice summarizing the requirements of the bill, which shall be prepared by the Director of the Department of Labor and Industrial Relations.

This bill is the same as SB 178 (2019).