

**SUBSTITUTE FOR
HOUSE BILL NO. 4249**

A bill to provide statewide uniformity in requirements for employers to provide leave to their employees.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1. This act shall be known and may be cited as the
2 "employment leave uniformity act".

3 Sec. 2. As used in this act:

4 (a) "Employee" means an individual employed in this state by
5 an employer.

6 (b) "Employer" means a person engaging in any activity,
7 enterprise, or business in this state.

8 Sec. 3. (1) Except as provided in subsection (2), a county,
9 township, city, village, or other political subdivision within this
10 state shall not adopt or administer an ordinance, policy, or
11 resolution requiring an employer to provide an employee with paid

1 or unpaid leave from employment that is not required under federal
2 law or the law of this state.

3 (2) This act does not prohibit an ordinance, policy, or
4 resolution concerning leave or other absences of an employee of the
5 county, township, city, village, or other political subdivision
6 that adopts the ordinance, policy, or resolution.

7 Sec. 4. Any action by a county, township, city, village, or
8 other political subdivision that is inconsistent with this act is
9 void.

10 Sec. 5. This act shall not be construed to affect any court
11 decision or litigation regarding any county, township, city,
12 village, or other political subdivision wage ordinance, policy, or
13 resolution that is decided or pending before this act takes effect.