

Legislative Analysis



EMPLOYMENT LEAVE UNIFORMITY ACT

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House Bill 4249

Sponsor: Rep. Earl Poleski

Committee: Commerce

Complete to 3-4-13

A SUMMARY OF HOUSE BILL 4249 AS INTRODUCED 2-12-13

The bill would create the Employment Leave Uniformity Act. Under this new act, a local unit of government could not require an employer to provide an employee with paid or unpaid leave that was not required by federal or state law.

This prohibition would apply to an ordinance or policy of a county, township, city, or village. Any ordinance or policy inconsistent with the new act would be void.

The bill specifies that it would not prohibit an ordinance or policy on employee leave or absences that applied to an employee of the local unit that adopted the ordinance or policy. (That is, local units could adopt policies for their own employees, but not for the employees of other entities.)

FISCAL IMPACT:

The bill does not appear to have any direct state or local fiscal impact.

Legislative Analyst: Chris Couch

Fiscal Analyst: Jim Stansell

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