

SENATE BILL NO. 221

INTRODUCED BY M. CAFERRO

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A BILL FOR AN ACT ENTITLED: "AN ACT REQUIRING EMPLOYERS THAT OFFER PAID LEAVE AND THAT REQUIRE A REASON FOR TAKING PAID LEAVE TO INCLUDE BEING A VICTIM OF DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING AS AN ALLOWABLE REASON FOR TIME OFF."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

**NEW SECTION. Section 1. Paid leave for domestic violence, sexual assault, or stalking situations.** (1) Any employer that offers paid leave, including but not limited to vacation or sick leave, shall include among eligible reasons for leave, if reasons are required, an employee's request for leave to address situations related to being a victim of domestic violence, sexual assault, or stalking.

(2) At the employer's discretion:

(a) the requested leave may be in addition to the employee's allowable paid leave, but this section does not require additional paid leave; and

(b) leave without pay may be provided if an employee has no remaining accrued paid leave.

(3) If an employer requires verification of reasons for an employee's request for leave to address a situation related to being a victim of domestic violence, sexual assault, or stalking, the employee may provide any of the documentation provided for in 39-51-2111(2). The employer shall treat any documentation as confidential information.

**NEW SECTION. Section 2. Codification instruction.** [Section 1] is intended to be codified as an integral part of Title 39, chapter 2, part 2, and the provisions of Title 39, chapter 2, part 2, apply to [section 1].

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