

SENATE BILL NO. 197

INTRODUCED BY M. CAFERRO

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A BILL FOR AN ACT ENTITLED: "AN ACT REVISING PAID LEAVE LAWS; REQUIRING CERTAIN EMPLOYERS TO ALLOW EMPLOYEES TO USE PAID LEAVE TO ADDRESS SITUATIONS RELATED TO DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING SITUATIONS OR TO CARE FOR FAMILY MEMBERS; AND PROVIDING AN APPLICABILITY DATE."

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 or to care for family members.** (1) An 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:

(a) an employee's request for leave to address situations related to being a victim of domestic violence, sexual assault, or stalking situations; and

(b) an employee's request for leave for absences due to an illness, injury, or medical appointment of the employee's family members, for reasonable periods of time as the employee's attendance may be necessary, on the same terms on which the employee may use paid leave for the employee's own illness, injury, or medical appointments.

(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.

**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].

**NEW SECTION. Section 3. Applicability.** [This act] applies to paid leave used on or after [the effective date of this act].

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