

HOUSE BILL NO. 460

INTRODUCED BY D. ZOLNIKOV

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A BILL FOR AN ACT ENTITLED: "AN ACT REQUIRING EMPLOYERS TO ALLOW EMPLOYEES WHO ARE VETERANS TO HAVE THE DAY OFF ON VETERANS' DAY; AND PROVIDING AN EXCEPTION."

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

NEW SECTION. Section 1. Employers to grant day off for Veterans' Day -- exceptions. (1) Except

as provided in subsection (4), an employer shall provide each employee who is a veteran, as defined in 39-29-101, with holiday time off for Veterans' Day, November 11, if the employee would otherwise be required to work on that day.

(2) In complying with this section, an employer may provide paid or unpaid holiday leave on Veterans' Day.

(3) An employee shall provide the employer with at least 30 days' prior written notice of the employee's intent to take time off for Veterans' Day and shall also provide the employer with a federal certificate of release or discharge from active duty, or a similar federal document, for purposes of determining the employee's eligibility for the benefit provided in this section.

(4) If the employer determines that providing the day off to all employees who have requested the benefit would adversely affect public health or safety or would cause significant economic hardship for the employer, the employer may deny time off to the minimum number of employees required to maintain public health and safety or to minimize the economic hardship for the employer.

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

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