

STAFF MEASURE SUMMARY

House Committee On Business and Labor

Fiscal: Has minimal fiscal impact

Revenue: No Revenue Impact

Action Date: 05/13/15

Action: Do Pass.

Meeting Dates: 05/13

Vote:

Yeas: 11 - Barreto, Barton, Doherty, Esquivel, Evans, Fagan, Heard, Holvey, Kennemer, Nosse, Weidner

Prepared By: Jan Nordlund, Committee Administrator

WHAT THE MEASURE DOES:

Authorizes use of accrued sick leave or personal business leave to certain employees who are victims of domestic violence, harassment, sexual assault or stalking.

ISSUES DISCUSSED:

- Whether proposed change is gender neutral
- Application to employers who offer paid sick leave

EFFECT OF COMMITTEE AMENDMENT:

No amendment.

BACKGROUND:

Under current law, any employer who employs at least six individuals is required to allow an eligible employee to take reasonable leave to seek services, assistance or treatment if they are a victim of domestic violence, harassment, sexual assault or stalking. The employer may limit the amount of leave if the employee's absence would create an undue hardship on the business. The law allows the employee to use any paid accrued vacation leave or paid leave offered in lieu of vacation leave. However, it does not grant the employee the right to use accrued sick leave when taking domestic violence leave.

Senate Bill 492 allows employees to use accrued sick leave or personal business leave for the purpose of handling matters related to domestic violence, harassment, sexual assault, or stalking.