

Legislative Analysis



BEREAVEMENT LEAVE

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House Bill 4745

Sponsor: Rep. Terry Brown

Committee: Military and Veterans Affairs and Homeland Security

Revised Summary

Complete to 6-13-07

A REVISED SUMMARY OF HOUSE BILL 4745 AS INTRODUCED 5-10-07

The bill would amend Public Act 133 of 1955, which deals with protections for those taking military leave from employment, to provide for granting of bereavement leave. Upon request, an employer would have to grant bereavement leave with pay to an employee following the death of his or her spouse, child, or parent during active service in the armed forces of the United States. An employer would not be required to grant an employee paid leave of more than 10 days or 80 hours, whichever is less, for each incident invoking the right to bereavement leave.

Also under the bill, an employer could not discharge, discriminate against, or take any adverse employment action against an employee who takes or requests bereavement leave.

A violation of the act is a misdemeanor.

MCL 32.273b

FISCAL IMPACT:

There could be minimal costs to state and local governments depending on their existing leave time policies. Costs would depend on the number of cases.

Violation of the act is a misdemeanor. To the extent that there was an increase in the number of misdemeanor convictions, the bill could increase local costs of jail incarceration or misdemeanor probation supervision, both of which vary with jurisdiction. Any increase in penal fine collections could benefit local libraries.

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