

SB 5900 - DIGEST

(SUBSTITUTED FOR - SEE 1ST SUB)

Finds that it is in the public interest to reduce domestic violence, sexual assault, and stalking by enabling victims to maintain the financial independence necessary to leave abusive situations, achieve safety, and minimize physical and emotional injuries, and to reduce the devastating economic consequences of domestic violence, sexual assault, and stalking to employers and employees.

Provides circumstances in which an employee may take reasonable leave from work or a reduced leave schedule, with or without pay.

Declares that an employee shall give an employer reasonable advance notice of the employee's intention to take time off, unless advance notice is not feasible.

Recognizes that taking leave under this act shall not result in the loss of any pay or benefits to the employee that accrued before the date on which the leave commenced.

Requires that upon complaint by an employee, the director shall investigate to determine if there has been compliance.

Declares that an employer found to have committed an infraction of this act may be subject to a fine, and any employee denied leave by an employer in willful violation of this act may file a civil action against the employer.

Encourages district attorney and victim/witness offices to make information regarding this act available for distribution.