

SENATE BILL No. 804

October 6, 2005, Introduced by Senators BARCIA, SCHAUER, CHERRY, HARDIMAN and GOSCHKA and referred to the Committee on Commerce and Labor.

A bill to amend 1955 PA 133, entitled

"An act to provide for the granting of military leaves and providing re-employment protection for officers and enlisted men of the military or naval forces of the state or of the United States,"

(MCL 32.271 to 32.274) by amending the title and by adding section 3b.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1
2
3
4
5
6
7

TITLE

An act to provide for the granting of military leaves **AND BEREAVEMENT LEAVES** and providing ~~re-employment~~ **EMPLOYMENT OR REEMPLOYMENT** protection for **CERTAIN FAMILY MEMBERS**, officers, and enlisted men of the military or naval forces of the state or of the United States.

SEC. 3B. (1) UPON REQUEST, AN EMPLOYER SHALL GRANT BEREAVEMENT

1 LEAVE WITH PAY TO AN EMPLOYEE FOLLOWING THE DEATH OF THE EMPLOYEE'S
2 SPOUSE, CHILD, OR PARENT DURING ACTIVE SERVICE IN THE ARMED FORCES
3 OF THE UNITED STATES.

4 (2) A PERSON SHALL NOT DISCHARGE, DISCRIMINATE AGAINST, OR
5 TAKE ANY ADVERSE EMPLOYMENT ACTION AGAINST AN EMPLOYEE BECAUSE THE
6 EMPLOYEE REQUESTS OR TAKES A BEREAVEMENT LEAVE UNDER THIS SECTION.

7 (3) THIS SECTION DOES NOT REQUIRE AN EMPLOYER TO GRANT AN
8 EMPLOYEE PAID LEAVE OF MORE THAN 10 DAYS FOR EACH INCIDENT INVOKING
9 THE RIGHT TO BEREAVEMENT LEAVE.