

# Legislative Analysis

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## MILITARY SERVICE EMPLOYMENT PROTECTIONS

Phone: (517) 373-8080  
<http://www.house.mi.gov/hfa>

**House Bill 4796 as introduced**  
**Sponsor: Rep. Ray A. Franz**  
**Committee: Military and Veterans Affairs**  
**Complete to 9-23-15**

Analysis available at  
<http://www.legislature.mi.gov>

*(Enacted as Public Act 172 of 2016)*

### SUMMARY:

The bill would amend Public Act 133 of 1955, an act that grants military leaves and provides re-employment protection for members of the military. The act currently grants various employment protections for those performing military duties as a member of the military or naval forces "of this state." The bill would add, "or any other state," thus expanding the protections provided by the act.

Generally speaking, Public Act 133 prohibits an employer from discharging an individual for performing military duties; hindering or preventing an employee from engaging in certain military activities; or dissuading any individual from enlisting or accepting a commission in the National Guard or naval militia through threats against his or her employment, trade, or business. Further, the act prohibits an employer from denying a leave of absence for military purposes, as long a sufficient notice is provided, and guarantees re-employment after military service, subject to specified conditions.

As noted above, in several provisions, the act refers to service in the military forces "of this state." In those instances, the bill would add, "or any other state."

MCL 32.272 & 273

### FISCAL IMPACT:

The bill will not have a fiscal impact on state and local government.

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■ This analysis was prepared by nonpartisan House Fiscal Agency staff for use by House members in their deliberations, and does not constitute an official statement of legislative intent.