

SENATE BILL No. 1112

October 22, 2014, Introduced by Senators ANANICH, BIEDA and ANDERSON and referred to the Committee on Reforms, Restructuring and Reinventing.

A bill to require certain employers to accept and accommodate a request for changes to an employee's work schedule; to specify the procedure and grounds for denying a request; to require notice or posting of certain information; and to provide remedies and sanctions for a violation of the act.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1. This act shall be known and may be cited as the
2 "employee scheduling accommodation act".

3 Sec. 2. As used in this act:

4 (a) "Bona fide business reason" means any of the following:

5 (i) The identifiable burden of additional costs to an employer,
6 including the cost of productivity loss, retraining or hiring

1 employees, or transferring employees from 1 facility to another
2 facility.

3 (ii) A significant detrimental effect on the employer's ability
4 to meet organizational needs or customer demand.

5 (iii) A significant inability of the employer, despite best
6 efforts, to reorganize work among existing staff.

7 (iv) A significant detrimental effect on business performance.

8 (v) Insufficiency of work during the periods an employee
9 proposes to work.

10 (vi) The need to balance competing scheduling requests when it
11 is not possible to grant all of those requests without a
12 significant detrimental effect on the employer's ability to meet
13 organizational needs.

14 (b) "Career-related educational or training program" means an
15 educational or training program or program of study offered by a
16 public, private, or nonprofit career and technical education
17 school, institution of higher education, or other entity that
18 provides academic education, career and technical education, or
19 training, including remedial education or English as a second
20 language, and is a program that leads to a recognized postsecondary
21 degree or certificate and provides career awareness information.

22 (c) "Caregiver" means an individual who is a significant
23 provider of any of the following:

24 (i) Ongoing care or education, including responsibility for
25 securing the ongoing care or education, of a child.

26 (ii) Ongoing care, including responsibility for securing the
27 ongoing care, of an individual with a serious health condition who

1 is in a family relationship with the individual or who is a parent
2 of the individual and who is age 65 or older.

3 (d) "Child" means a biological, adopted, or foster child, a
4 stepchild, a legal ward, or a child of an individual standing in
5 loco parentis to that child, who is either under age 18 or is age
6 18 or older and incapable of self-care because of a mental or
7 physical disability.

8 (e) "Domestic partner" means the individual recognized as
9 being in a relationship with an employee under any domestic
10 partnership, civil union, or similar law of the state in which the
11 employee resides.

12 (f) "Employee" means an individual who performs services for
13 an employer in this state, who is compensated on an hourly basis,
14 and for whom the employer is required to provide a federal form
15 1099. Employee does not include an employee of the federal
16 government.

17 (g) "Employer" means any person, excluding this state and the
18 federal government, engaged in commerce or in any industry or
19 activity affecting commerce that employs 15 or more employees and
20 includes any person that acts, directly or indirectly, in the
21 interest of such an employer as to any of the employees of the
22 employer, and any successor in interest of an employer. For
23 purposes of determining the number of employees, all employees
24 performing work for compensation on a full-time, part-time, or
25 temporary basis shall be counted, except that if the number of
26 those employees who perform work for compensation fluctuates, the
27 number may be determined for a calendar year based on the average

1 number of those employees who performed work for compensation
2 during the preceding calendar year.

3 (h) "Family relationship" means a relationship with a child,
4 spouse, domestic partner, parent, grandchild, grandparent, sibling,
5 or parent of a spouse or domestic partner.

6 (i) "Minimum number of expected work hours" means the minimum
7 number of hours an employee will be assigned to work on a weekly or
8 monthly basis.

9 (j) "Parent" means a biological or adoptive parent, a
10 stepparent, or an individual who stood in a parental relationship
11 to an employee when the employee was a child.

12 (k) "Parental relationship" means a relationship in which an
13 individual assumed the obligations incident to parenthood for a
14 child and discharged those obligations before the child reached
15 adulthood.

16 (l) "Part-time employee" means an individual who works fewer
17 than 30 hours per week on average during any 1-month period.

18 (m) "Retail, food service, or cleaning employee" means an
19 individual employee who is employed in an occupation described in
20 subparagraphs (i) to (iii) and, except as excluded in subparagraph
21 (iv), as follows:

22 (i) Retail sales occupations, including first-line supervisors
23 of sales workers, cashiers, gaming change individuals and booth
24 cashiers, counter and rental clerks, parts salespersons, and retail
25 salespersons.

26 (ii) Food preparation and serving related occupations,
27 including supervisors of food preparation and serving workers,

1 cooks and food preparation workers, food and beverage serving
2 workers, and other food preparation and serving related workers.

3 (iii) Building cleaning occupations, including janitors and
4 cleaners, maids and housekeeping cleaners, and building cleaning
5 workers.

6 (iv) Retail, food service, or cleaning employee does not
7 include any individual employed in a bona fide executive,
8 administrative, or professional capacity, as defined for purposes
9 of section 13(a)(1) of the fair labor standards act of 1938, 29 USC
10 213(a)(1).

11 (n) "Serious health condition" means an illness, injury,
12 impairment, or physical or mental condition that involves
13 continuing treatment by a health care provider or inpatient care in
14 a hospital, hospice, or residential medical care facility.

15 (o) "Sibling" means a brother or sister, whether related by
16 half blood, whole blood, or adoption, or as a stepsibling.

17 (p) "Split shift" means a schedule of daily hours in which the
18 hours worked are not consecutive, except that a schedule in which
19 the total time out for meals does not exceed 1 hour is not treated
20 as a split shift.

21 (q) "Spouse" means an individual with whom an individual
22 entered into a marriage as defined or recognized under state law in
23 the state in which the marriage was entered into.

24 (r) "Work schedule" means those days and times within a work
25 period when an employee is required by an employer to perform the
26 duties of the employee's employment for which the employee will
27 receive compensation.

1 (s) "Work schedule change" means any modification to an
2 employee's work schedule, such as an addition or reduction of
3 hours, cancellation of a shift, or a change in the date or time of
4 a work shift, by an employer.

5 (t) "Work shift" means the specific hours of the workday
6 during which an employee works.

7 Sec. 3. (1) An employee may apply to his or her employer to
8 request a change in the terms and conditions of employment as the
9 terms relate to any the following:

10 (a) The number of hours the employee is required to work or be
11 on call for work.

12 (b) The times when the employee is required to work or be on
13 call for work.

14 (c) The location where the employee is required to work.

15 (d) The amount of notification the employee receives of work
16 schedule assignments.

17 (e) Minimizing fluctuations in the number of hours the
18 employee is scheduled to work on a daily, weekly, or monthly basis.

19 (2) If an employee applies to his or her employer to request a
20 change in the terms and conditions of employment as set forth in
21 subsection (1), the employer shall engage in a timely, good faith
22 interactive process with the employee that includes a discussion of
23 potential schedule changes that would meet the employee's needs.
24 The interactive process shall result in either granting or denying
25 the request. If the request is denied, the employer shall consider
26 alternatives to the proposed change that might meet the employee's
27 needs and shall grant or deny a request for an alternative change.

1 The employer shall provide the employee with a written statement
2 with the reason for denial of a request.

3 (3) If information provided by the employee making a request
4 for a change requires clarification, the employer shall explain
5 what further information is needed and give the employee reasonable
6 time to produce the information.

7 Sec. 4. (1) If an employee makes a request for a change in the
8 terms and conditions of employment under section 3 because of a
9 serious health condition of the employee, due to the employee's
10 responsibilities as a caregiver, or due to the employee's
11 enrollment in a career-related educational or training program, or
12 if a part-time employee makes a request for such a change for a
13 reason related to a second job, the employer shall grant the
14 request unless the employer has a bona fide business reason for
15 denying the request.

16 (2) If an employee makes a request for a change in the terms
17 and conditions of employment under section 3 for a reason other
18 than the reasons set forth in subsection (1), the employer may deny
19 the request for any reason that is not unlawful. If the employer
20 denies such a request, the employer shall provide the employee with
21 the reason for the denial, including whether the reason was a bona
22 fide business reason.

23 Sec. 5. (1) Unless an employee is scheduled for fewer than 4
24 hours of work, the employer shall pay a retail, food service, or
25 cleaning employee for at least 4 hours at the employee's regular
26 pay rate for each day on which the employee reports for work under
27 specific instructions but is given less than 4 hours of work. If

1 the employee is scheduled for less than 4 hours, the employee shall
2 be paid for the employee's scheduled hours for that day even if
3 given less than the scheduled hours of work.

4 (2) An employer shall pay a retail, food service, or cleaning
5 employee for at least 1 hour at the employee's regular pay rate for
6 each day the employee is given specific instructions to contact the
7 employer, or wait to be contacted by the employer, less than 24
8 hours in advance of the start of a potential work shift to
9 determine whether the employee must report to work for the shift.

10 (3) An employer shall pay a retail, food service, or cleaning
11 employee for 1 additional hour at the retail, food service, or
12 cleaning employee's regular pay rate for each day during which the
13 employee works a split shift.

14 Sec. 6. (1) On or before a new retail, food service, or
15 cleaning employee's first day of work, the employer shall inform
16 the employee in writing of the employee's work schedule and the
17 minimum number of expected work hours the employee will be assigned
18 to work per month.

19 (2) Except as provided in subsections (3) and (6), if the
20 employee's work schedule changes after the notice under subsection
21 (1), the employer shall provide the employee with his or her new
22 work schedule not less than 14 days before the first day of the new
23 work schedule. If the expected minimum number of work hours the
24 employee will be assigned changes, the employer shall provide
25 notification of the change not less than 14 days before the first
26 day the change takes effect. This subsection does not prohibit an
27 employer from providing greater advance notice of an employee's

1 work schedule than is required under this section.

2 (3) An employer may make work schedule changes as needed,
3 including offering additional hours of work to a retail, food
4 service, or cleaning employee beyond those previously scheduled,
5 but the employer shall provide 1 extra hour of pay at the
6 employee's regular rate for each work shift that is changed with
7 less than 24 hours' notice. The requirement for the extra hour of
8 pay does not apply if the need to schedule the employee is due to
9 the unforeseen unavailability of an employee previously scheduled
10 to work that work shift or as provided in subsection (6).

11 (4) The notifications required under subsections (1) and (2)
12 shall be made to the employee in writing. This subsection does not
13 prohibit an employer from using any additional means of notifying
14 an employee of the employee's work schedule.

15 (5) Each employer employing a retail, food service, or
16 cleaning employee subject to this act shall post the work schedule
17 and keep it posted in a place in every establishment where the
18 retail, food service, or cleaning employee is employed and can
19 readily observe the work schedule. An employer may comply with this
20 subsection by making the schedule available and accessible by
21 electronic means to all employees.

22 (6) This section does not prohibit an employer from allowing a
23 retail, food service, or cleaning employee to work in place of
24 another employee who has been scheduled to work a particular shift
25 if the change in schedule is mutually agreed upon by the employees.
26 The posting and payment requirements in subsections (2) and (3) do
27 not apply to such a voluntary shift trade.

1 Sec. 7. Sections 5 and 6 do not apply during periods when
2 regular operations of the employer are suspended due to events
3 beyond the employer's control.

4 Sec. 8. (1) An employer shall not interfere with, restrain, or
5 deny the exercise of or the attempt to exercise any right of any
6 employee as set forth in sections 3 and 4 or of a retail, food
7 service, or cleaning employee as set forth in sections 5 and 6.

8 (2) An employer shall not discharge, threaten to discharge,
9 demote, suspend, reduce work hours of, or take any other adverse
10 employment action against any employee in retaliation for
11 exercising the rights of an employee under this act or opposing any
12 practice prohibited by this act. Retaliation includes taking an
13 adverse employment action against any employee based on that
14 employee's eligibility or perceived eligibility to request or
15 receive a change in the terms and conditions of employment, as
16 described in section 3, for a reason set forth in section 4(1).

17 (3) A person shall not discharge or in any other manner
18 discriminate against any individual because the individual has done
19 any of the following:

20 (a) Filed any charge or instituted or caused to be instituted
21 any proceeding under or related to this act.

22 (b) Given, or is about to give, any information in connection
23 with any inquiry or proceeding relating to any right provided under
24 this act.

25 (c) Testified, or is about to testify, in any inquiry or
26 proceeding relating to any right provided under this act.

27 Sec. 9. (1) An employer that violates section 8 is liable to

1 any affected individual for damages and any appropriate equitable
2 relief, including employment, reinstatement, and promotion.

3 (2) An action for damages or equitable relief under subsection
4 (1) may be brought against an employer in a court of competent
5 jurisdiction by 1 or more employees on their own behalf or on
6 behalf of themselves and other similarly situated employees.

7 (3) In an action under this section, the court shall, in
8 addition to damages and equitable relief, award reasonable attorney
9 fees, reasonable expert witness fees, and other costs of the action
10 to a prevailing plaintiff.

11 Sec. 10. An employer that willfully and repeatedly violates
12 section 6(1), (4), or (5) is guilty of a state civil infraction and
13 may be ordered to pay a civil fine of not more than \$100.00 per
14 violation. An employer that willfully and repeatedly violates
15 section 8(2) or (3) is guilty of a state civil infraction and may
16 be ordered to pay a civil fine of not more than \$1,100.00 per
17 violation.

18 Sec. 11. (1) Except as provided in subsection (2), an action
19 shall not be brought under this act more than 2 years after the
20 date of the last alleged violation.

21 (2) An action for a willful violation of section 8 may be
22 brought within 3 years after the date of the last alleged
23 violation.

24 Sec. 12. (1) Each employer shall post, and keep posted, in a
25 conspicuous place on the premises of the employer where notices to
26 employees and applicants for employment are customarily posted, a
27 notice setting forth excerpts from, or summaries of, the pertinent

1 provisions of this act and information pertaining to the filing of
2 a complaint under this act.

3 (2) An employer that willfully violates this section is guilty
4 of a state civil infraction and may be ordered to pay a civil fine
5 of not more than \$100.00 for each separate offense.

6 Sec. 13. This act provides minimum requirements and does not
7 preempt, limit, or otherwise affect the applicability of any other
8 law, regulation, requirement, policy, or standard that provides for
9 greater rights for employees than are required in this act.

10 Sec. 14. This act does not apply to any employee covered by a
11 bona fide collective bargaining agreement if the terms of the
12 collective bargaining agreement include terms that govern work
13 scheduling practices.