

SENATE BILL NO. 657

September 29, 2021, Introduced by Senators MCMORROW, BAYER, HERTEL, SANTANA, WOJNO, ALEXANDER, HOLLIER, IRWIN, MOSS, BRINKS and CHANG and referred to the Committee on Economic and Small Business Development.

A bill to require employers to disclose family leave policies to employees and potential employees; to provide for the powers and duties of certain state and local governmental officers and entities; and to prohibit failing to disclose family leave policies and prescribe civil sanctions.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1. This act may be cited as the "family leave policy
2 disclosure act".

3 Sec. 3. As used in this act:

1 (a) "Employee" means an individual employed by an employer.

2 (b) "Employer" means a person that has 1 or more employees or
3 that accepts applications for employment. Employer includes an
4 agent of an employer.

5 (c) "Family leave policy" means an employer's policy regarding
6 paid or unpaid maternity, paternity, or medical leave offered to
7 its employees.

8 (d) "Person" means an individual or a partnership,
9 corporation, limited liability company, association, governmental
10 entity, or other legal entity.

11 (e) "Potential employee" means an individual who has applied
12 for employment with an employer.

13 Sec. 5. (1) An employer shall disclose its family leave policy
14 to a potential employee before the employer conveys an offer of
15 employment to that potential employee.

16 (2) If an employee did not receive a disclosure as described
17 under subsection (1) before the effective date of this act, the
18 employer shall disclose its family leave policy to that employee
19 not more than 90 days after the effective date of this act.

20 (3) A disclosure required under this section must meet all of
21 the following requirements:

22 (a) Be conveyed in writing or electronically.

23 (b) Include at least all of the following information
24 regarding the employer's family leave policy:

25 (i) The amount of family leave available before the birth or
26 adoption of a child.

27 (ii) The amount of family leave available after the birth or
28 adoption of a child.

29 (iii) The procedures an employee must follow to request family

1 leave.

2 Sec. 7. This act does not limit the rights or remedies
3 otherwise available to an employee or potential employee under any
4 other law.

5 Sec. 9. An employer that violates this act is subject to a
6 civil fine of not more than \$1,000.00. The prosecutor of the county
7 in which the violation occurred or the attorney general may bring
8 an action to collect the fine.