

# HOUSE BILL NO. 4433

May 06, 2025, Introduced by Reps. Greene, Thompson, Johnsen, BeGole, Pavlov, Bierlein, Morgan, Schmaltz, Cavitt and Bruck and referred to Committee on Economic Competitiveness.

A bill to prohibit an employer from discriminating against, disciplining, or discharging an employee who is absent from work to respond to an emergency as an emergency responder; and to provide remedies for a violation of this act.

## **THE PEOPLE OF THE STATE OF MICHIGAN ENACT:**

1       Sec. 1. This act may be cited as the "emergency responder  
2 employment protection act".

3       Sec. 2. As used in this act:

4       (a) "Emergency responder" means an individual who is required

1 to possess a license, certificate, permit, or other official  
2 recognition for the individual's expertise in a particular field or  
3 area of knowledge, whose assistance in that field or area is used  
4 or is desirable during an emergency, and who provides that  
5 assistance during emergencies on a volunteer or paid on-call basis.  
6 Emergency responder includes, but is not limited to, emergency  
7 medical services personnel; physicians; nurses; mental health,  
8 veterinary, or other public health practitioners; emergency  
9 management personnel; public works personnel; and firefighters,  
10 including, but not limited to, firefighters trained in the areas of  
11 hazardous materials, specialized rescue, extrication, water rescue,  
12 or another specialized area. Emergency responder does not include  
13 law enforcement officers or other law enforcement personnel.

14 (b) "Employee" means an individual who receives wages or  
15 remuneration for providing services to an employer.

16 (c) "Employer" means a person that provides wages or  
17 remuneration to 1 or more individuals who perform services for the  
18 employer under an express or implied contract of hire.

19 Sec. 3. (1) Subject to subsection (2), an employer shall not  
20 discriminate against, discipline, or discharge an employee for any  
21 of the following reasons:

22 (a) The employee is an emergency responder.

23 (b) The employee is absent from work and all of the following  
24 conditions are met:

25 (i) The employee is absent for the purpose of responding as an  
26 emergency responder to an emergency that began before the start of  
27 the shift for which the employee is absent and the employee  
28 provides notice of the absence to the employer before the start of  
29 the shift.

1           (ii) Not more than 72 hours after the emergency described in  
2 subparagraph (i), the employee provides the employer with a written  
3 statement of the emergency need for the employee's service from the  
4 person that the employee assists in responding to the emergency.

5           (iii) The employee's absence does not create a workplace safety  
6 concern or endanger the life or property of another person.

7           (2) This act does not do any of the following:

8           (a) Prohibit an employer from treating the time the employee  
9 is absent under subsection (1)(b) as paid time off or unpaid time  
10 off.

11           (b) Prohibit an employer from complying with a collective  
12 bargaining agreement or employee benefit plan entered into before  
13 the effective date of this act.

14           (3) Not later than 30 days after the effective date of this  
15 act, the initial date of an employee's employment, or the date of a  
16 change in an employee's status as an emergency responder, whichever  
17 is latest, the employee shall notify the employee's employer of the  
18 employee's status as an emergency responder.

19           (4) An employee who is an emergency responder shall provide to  
20 the employee's employer 2 times each year, or at the request of the  
21 employer, documentation that indicates that the employee is an  
22 emergency responder.

23           (5) An employee or former employee may bring a civil action  
24 for damages or equitable relief to enforce this act.