

REFERENCE TITLE: unlawful employee termination; family responsibilities

State of Arizona
House of Representatives
Forty-ninth Legislature
First Regular Session
2009

HB 2475

Introduced by
Representatives Ableser: Bradley, Campbell CH, Fleming, Garcia M, Goodale,
Mason, Schapira

AN ACT

AMENDING TITLE 23, CHAPTER 2, ARTICLE 1, ARIZONA REVISED STATUTES, BY ADDING SECTION 23-204; RELATING TO EMPLOYMENT PRACTICES AND WORKING CONDITIONS.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Title 23, chapter 2, article 1, Arizona Revised Statutes,
3 is amended by adding section 23-204, to read:

4 23-204. Unlawful employee termination or threats for attending
5 to a child's emergency; exception: excessive abuse

6 A. EXCEPT AS PROVIDED IN SUBSECTION B, IT IS UNLAWFUL FOR AN EMPLOYER
7 TO DO EITHER OF THE FOLLOWING:

8 1. TERMINATE THE EMPLOYMENT OF A PERSON ACTING AS A PARENT, GUARDIAN
9 OR CUSTODIAN OF A CHILD FOR BEING NOTIFIED BY A SCHOOL EMPLOYEE, COMMUNITY
10 WORKER OR LAW ENFORCEMENT OFFICER DURING WORK HOURS OF AN EMERGENCY REGARDING
11 THE CHILD AND FOR LEAVING WORK TO ATTEND TO THE CHILD'S EMERGENCY.

12 2. THREATEN TO TERMINATE A PERSON'S EMPLOYMENT FOR THE PERSON
13 RECEIVING NOTIFICATION BY A SCHOOL EMPLOYEE, COMMUNITY WORKER OR LAW
14 ENFORCEMENT OFFICER DURING WORK HOURS OF AN EMERGENCY REGARDING THE CHILD AND
15 FOR LEAVING WORK TO ATTEND TO THE CHILD'S EMERGENCY.

16 B. AN EMPLOYER MAY TERMINATE OR THREATEN TO TERMINATE THE EMPLOYMENT
17 OF A PERSON WHO EXCESSIVELY ABUSES THE PROTECTIONS DESCRIBED IN SUBSECTION A,
18 PARAGRAPH 1.