

House Engrossed

legislators; unpaid leave of absence

State of Arizona
House of Representatives
Fifty-sixth Legislature
First Regular Session
2023

HOUSE BILL 2545

AN ACT

AMENDING TITLE 41, CHAPTER 7, ARTICLE 1, ARIZONA REVISED STATUTES, BY
ADDING SECTION 41-1108; RELATING TO THE LEGISLATURE.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:
2 Section 1. Title 41, chapter 7, article 1, Arizona Revised
3 Statutes, is amended by adding section 41-1108, to read:
4 41-1108. Elected members of the house of representatives and
5 senate; employment; unpaid leave; applicability
6 A. AN EMPLOYER SHALL ALLOW AN EMPLOYEE TO TAKE AN UNPAID LEAVE OF
7 ABSENCE WHEN THE EMPLOYEE SERVES AS AN ELECTED MEMBER IN THE SENATE OR THE
8 HOUSE OF REPRESENTATIVES AND THE LEGISLATURE IS IN SESSION OR THE ELECTED
9 MEMBER IS REQUIRED TO PERFORM ADMINISTRATIVE DUTIES AS REQUIRED BY THE
10 LEGISLATURE.
11 B. AN EMPLOYER MAY NOT TERMINATE AN EMPLOYEE ON THE SOLE BASIS THAT
12 THE EMPLOYEE SUBMITS DOCUMENTATION TO THE SECRETARY OF STATE'S OFFICE
13 INDICATING AN INTENT TO RUN FOR THE SENATE OR THE HOUSE OF
14 REPRESENTATIVES.
15 C. IF AN EMPLOYEE MEETS THE REQUIREMENT IN SUBSECTION A OF THIS
16 SECTION, THE EMPLOYER MAY NOT:
17 1. REQUIRE THE EMPLOYEE TO USE ANNUAL, VACATION OR SICK LEAVE.
18 2. PENALIZE THE EMPLOYEE.
19 3. REMOVE THE EMPLOYEE'S SENIORITY.
20 4. DEMOTE THE EMPLOYEE.
21 5. TERMINATE THE EMPLOYEE.
22 D. THIS SECTION DOES NOT APPLY TO ANY OF THE FOLLOWING EMPLOYERS:
23 1. A NONPROFIT ORGANIZATION.
24 2. A LOBBYING FIRM THAT EMPLOYS ONE OR MORE REGISTERED LOBBYISTS.
25 3. THIS STATE, ANY POLITICAL SUBDIVISION OF THIS STATE OR A FEDERAL
26 GOVERNMENTAL ENTITY.
27 4. ANY BUSINESS THAT EMPLOYS FEWER THAN TWENTY EMPLOYEES.
28 Sec. 2. Short title
29 This act may be cited as the "Blue Collar Legislator Act".