HOUSE RESEARCH

Bill Summary

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Overview

This bill expands the protection against employer retaliation for victims of violent crimes.

Section

1 **Victim's spouse or next of kin.** Provides that an employer must allow a victim of violent crime reasonable time off from work to attend criminal proceedings related to the victim's case. This protection also applies to the victim's spouse or next of kin. An employer who violates this provision is guilty of a misdemeanor. An employee injured by a violation may also bring a civil action for damages.

2 **Definition.** Defines "violent crime" as any of the following:

- first through third degree murder,
- first and second degree manslaughter,
- criminal vehicular homicide and injury,
- first through fourth degree assault,
- knowing transfer of a communicable disease,
- domestic assault,
- female genital mutilation,
- domestic assault by strangulation,
- great bodily harm caused by distribution of drugs,
- mistreatment of persons confined,
- mistreatment of residents or patients,

Section

- criminal abuse,
- criminal neglect,
- use of drugs to injure or facilitate a crime,
- simple robbery,
- aggravated robbery,
- kidnapping,
- false imprisonment,
- abduction,
- first through third degree murder of an unborn child,
- first and second degree manslaughter of an unborn child,
- first through third degree assault of an unborn child,
- injury or death of an unborn child in commission of crime,
- labor trafficking,
- first through fifth degree criminal sexual conduct,
- criminal sexual predatory conduct,
- solicitation of children to engage in sexual conduct,
- malicious punishment of a child,
- neglect or endangerment of a child,
- first degree arson (dwelling),
- first degree burglary (dwelling or assault), or
- drive by shooting (person/occupied building or person).