

Legislative Analysis



EMPLOYEE LEAVE WITH PAY FOR ADOPTIONS AT BIRTH

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House Bill 5261

Sponsor: Rep. Matthew Gillard

Committee: Families and Children's Services

Complete to 12-3-07

A SUMMARY OF HOUSE BILL 5261 AS INTRODUCED 9-24-06

The bill would amend Public Act 390 of 1978, which regulates wages and fringe benefits, to require an employer that provides leave with pay to an employee following the birth of a child to also provide the same leave with pay to an employee when a child is placed with the employee for adoption at birth.

(Under the section of the act being amended, an employer is required to pay fringe benefits, such as paid leave, on behalf of the employee under the terms of a written contract or policy.)

The term "employer" in the act refers to an individual, sole proprietorship, partnership, association, or corporation, public or private; this state or an agency of this state; a city, county, village, township, school district, or intermediate school district; an institution of higher education; or an individual acting directly or indirectly in the interest of an employer who employs one or more individuals.

MCL 408.473

FISCAL IMPACT:

There is no fiscal impact on the State of Michigan or its local units of government.

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