

Legislative Analysis



EMPLOYEE LEAVE WITH PAY FOR ADOPTION OF CHILD UNDER 5 YEARS

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House Bill 5261 (Substitute H-2)
Sponsor: Rep. Matthew Gillard
Committee: Families and Children's Services

Complete to 12-13-07

A SUMMARY OF HOUSE BILL 5261 AS PASSED BY THE HOUSE

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 under five years is placed with the employee for adoption.

As introduced, the bill would have applied to a child adopted 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.

FISCAL IMPACT:

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

POSITIONS:

Michigan Catholic Conference supports the bill. (12-5-07)
Service Employees International Union supports the bill. (12-5-07)
Michigan Family Forum supported the bill as introduced. (12-12-07)
Right to Life of Michigan supported the bill as introduced. (12-5-07)
The Michigan Chamber of Commerce opposes the bill. (12-5-07)

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