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House BILL NO. *172*

INTRODUCED BY *Federico, Travis Gulte*

A BILL FOR AN ACT ENTITLED: "AN ACT GRANTING LEAVES OF ABSENCE TO EMPLOYEES FOR CULTURAL, RELIGIOUS, OR CEREMONIAL REASONS."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

Section 1. Policy. The legislature recognizes that people of various cultures have days of great importance to them and that these days do not always coincide with the holidays of the majority. It is therefore the intent of this legislation to guarantee to each employee the right to have a leave of absence on those days that are important to him for cultural, religious, or ceremonial reasons.

Section 2. Leaves to be granted. Each employer in this state, both public and private, shall grant a reasonable number of leaves of absence to his employees in order that they may observe cultural, religious, or ceremonial days which are important to them.

Section 3. Penalty. An employer convicted of violating this act shall be fined not to exceed one thousand dollars (\$1000).

-End-

INTRODUCED BILL

HB 172

Approved by Committee
on Labor & Employment
Relations

HOUSE BILL NO. 172

INTRODUCED BY FEDERICO, TRAVIS, KIMBLE

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him for cultural, religious, or ceremonial reasons.

Section 2. Leaves to be granted. Each employer in
this state, both public and private, shall grant a
reasonable number of leaves of absence WITHOUT PAY NOT TO
EXCEED TEN (10) DAYS PER CALENDAR YEAR, to his employees in
order that they may observe RECOGNIZED cultural, religious,
or ceremonial days ~~which--are--important--to--them.~~ THE
EMPLOYEE SHALL GIVE THE EMPLOYER AT LEAST TWO (2) WEEKS
NOTICE OF THIS INTENTION TO TAKE A LEAVE OF ABSENCE UNDER
THE PROVISIONS OF THIS SECTION, AND NO EMPLOYER SHALL BE
REQUIRED TO GRANT SUCH A LEAVE IF IT WILL CAUSE AN UNLAW

HARDSHIP ON THE EMPLOYER'S BUSINESS.

Section 3. Penalty. An employer convicted of
violating this act shall be fined not to exceed ~~one-thousand~~
FIVE HUNDRED dollars ~~(\$1000)~~ (\$500).

-End-

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-End-

February 20, 1975

SENATE COMMITTEE ON LABOR AND EMPLOYMENT RELATIONS

AMENDMENTS TO HOUSE BILL NO. 172

That House Bill No. 172, third reading, be amended as follows:

1. Amend page 2, following line 1.

Insert: "Section 3. Sabbath other than Sunday. Any employee who recognizes a day other than Sunday as the official sabbath of his religious denomination may be granted the same number of days for religious observation as are granted others."

Renumber: Subsequent section.