

VPLC SUPPORTS DELEGATE KEAMS HB 403 TO REQUIRE PRIVATE EMPLOYERS TO PROVIDE "SAFE DAYS" FOR VICTIMS OF DOMESTIC VIOLENCE, SEXUAL VIOLENCE OR STALKING

The Problem: Victims of domestic violence, sexual violence or stalking or their family members should not have to choose between keeping their jobs and seeking medical attention, psychological counseling, legal services or moving.

What Delegate Keam's HB 403 Proposes and Why VPLC Supports the Concepts in these Bills:

Employers shall allow an employee to take one or more "safe days" or portions thereof, with pay, to address these important mental and physical health concerns. From 7/1/20 on, this bill proposes to give four safe days with pay to any employee who has worked less than 120 consecutive months for that employer and five safe days with pay to any employee who has worked more than 120 consecutive months for that employer. These employees must show proof that they or their family members are a victim of domestic violence, sexual violence or stalking in the form of a copy of a court order, summons, warrant or writ. The bill also includes protections from being discharged or reduced compensation or other terms of employment.

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