



State of Wisconsin
2017 - 2018 LEGISLATURE

LRBa0737/1
MED:kjf&jld

**SENATE AMENDMENT 1,
TO SENATE BILL 113**

June 14, 2017 - Offered by Senators HANSEN, RISSER, RINGHAND, SHILLING,
CARPENTER and BEWLEY.

1 At the locations indicated, amend the bill as follows:

2 **1.** Page 1, line 5: before that line insert:

3 “SECTION 1c. 103.08 of the statutes is created to read:

4 **103.08 Paid leave of absence on Veterans Day. (1)** In this section:

5 (a) “Employee” means an individual employed in this state by an employer.

6 (b) “Employer” means a person engaging in any activity, enterprise, or business
7 in this state. “Employer” includes the state and any office, department, independent
8 agency, authority, institution, association, society, or other body in state government
9 created or authorized to be created by the constitution or any law, including the
10 legislature and the courts.

11 (c) “Veteran” has the meaning given in s. 45.01 (12) (a) to (f).

12 **(2)** (a) Subject to par. (b), an employer shall grant to each employee who is a
13 veteran a paid leave of absence on November 11 or, if November 11 falls on a Saturday

1 or Sunday and the employee is not scheduled to work on November 11, on the
2 following Monday. The leave of absence shall be for the entire workday. If an
3 employee intends to take a leave of absence under this paragraph, the employee
4 shall, in a reasonable and practicable manner, give the employer advance notice of
5 the leave of absence.

6 (b) 1. For employees whose wages, hours, and conditions of employment are
7 determined under a collective bargaining agreement, par. (a) applies only if the paid
8 leave of absence described in par. (a) is provided under the collective bargaining
9 agreement.

10 2. An employer may grant an employee who provides a public safety function
11 a paid leave of absence on a different work day in the month of November if the
12 employer determines that doing so is in the interest of public safety.

13 (3) An employer may not discharge or discriminate against an employee in
14 promotion, in compensation, or in the terms, conditions, or privileges of employment
15 for taking a paid leave of absence as provided in sub. (2), opposing a practice
16 prohibited under this section, filing a complaint or attempting to enforce any right
17 under this section, or testifying or assisting in any action or proceeding to enforce any
18 right under this section.

19 (4) An employee who is discharged or discriminated against in violation of sub.
20 (3) may file a complaint with the department, and the department shall process the
21 complaint in the same manner that employment discrimination complaints are
22 processed under s. 111.39. If the department finds that an employer has violated sub.
23 (3), it may order the employer to take such action under s. 111.39 as will effectuate
24 the purpose of this section. Section 111.322 (2m) applies to a discharge or other
25 discriminatory act arising in connection with any proceeding under this subsection.

