

# HOUSE RESEARCH

## Bill Summary

**FILE NUMBER:** H.F. 553

**DATE:** March 11, 1999

**Version:** As introduced

**Authors:** Carruthers and others

**Subject:** Volunteer firefighters

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### Overview

This bill provides that employers may not discipline or discharge employees who miss time from work because of volunteer firefighter work. It also provides that an employee can bring a civil action to enforce that prohibition.

#### **1 Volunteer firefighters.**

**Subd. 1. Definitions.** Defines "employee" and "employer."

**Subd. 2. Adverse action prohibited.** Provides that an employer is prohibited from taking adverse action against an employee because the employee is absent from work or late to work because the employee is performing duties as a volunteer firefighter. Provides that the employer is not required to pay the employee for the time the employee is performing those duties if they are not part of the employment.

**Subd. 3. Individual remedies.** Provides that an employee who is injured by a violation of this section may bring a civil action to recover damages and attorney's fees, and also can receive injunctive or other relief as determined by a court.