

SUMMARY OF SELECT PROPOSED ARIZONA LEGISLATION ON WORKPLACE FLEXIBILITY FOR MILITARY FAMILIES

This document summarizes select legislation pending in the Fiftieth Arizona State Legislature that would increase access to workplace flexibility for military families.

SB 1458 Professional Licensure; Out-of-State Applicants

- Spouses who hold professional licenses in other states and accompany an active duty servicemember to an official permanent change of station in Arizona may obtain professional licenses in Arizona without meeting state-specific requirements.
- To qualify, the military spouse must have been licensed for at least a year in another state, and the license must be in good standing.
- Supervision by a licensed provider is required if the spouse practiced for less than five years in the other state.

SB 1224 Unemployment Benefits; Military Spouses; Dependents

- Military spouses and dependent children of servicemembers are eligible for unemployment benefits when they leave work to accompany a servicemember transferred to another locality as a result of official orders.

HB 2271 Unlawful Termination; Family Responsibility

- No employer may terminate, or threaten to terminate, a parent, guardian, or custodian of a child for leaving work during regular working hours to attend to a child's emergency after having been notified by a school employee, a community worker, or a law enforcement officer.
- In addition, no employer may terminate, or threaten to terminate, the employee for receiving notification of a child's emergency during working hours.

HB 2432 Paid Sick and Safe Time

- An employee who works more than (a yet undetermined number of) hours per year is entitled to paid sick and safe time, accruing a minimum of one hour of paid sick/safe time for every (yet undetermined) hours of work, and begins accruing hours at the commencement of employment.

- Sick/safe time may be used to: (1) care for or prevent an employee's illness, injury or health condition; (2) care for or prevent an illness, injury or health condition for an employee's family member; (3) stay away from a worksite that has been closed for a public health emergency; (4) care for a child who has to stay away from a school that has been closed for a public health emergency; (5) care for a family member with a communicable disease; or (6) address the aftermath of domestic violence, sexual assault or stalking. This last category is the "safe time" referred to in the bill's name.
- Employees of small businesses are limited in the number of hours of sick/safe time they can accrue and use in one year's time.
- Accrued sick/safe time may be used if the employee is transferred to other divisions or locations with the same employer, or if the employee leaves employment and returns in (a yet to be determined) number of months.
- Employers are allowed but not required to permit sick/safe time to be used before it is actually accrued.

HB 2400 Rest Periods; Meal Breaks

- Employers must allow an employee to take at least one 30 minute meal break for every eight hours of continuous work.
- Employers must allow an employee to take at least one 10 minute rest period for every four hours of continuous work, and the employer may not deduct wages for the time the employee is on the rest period.
- Employers may apply for an exemption from this requirement upon a showing of business necessity.
- Employers with only one employee and employees whose work conditions are governed by a collective bargaining agreement are exempt from these provisions.

Additional information about these and other bills from the Fiftieth Legislature is available at <http://www.azleg.gov>