

29 compelled by his or her employing authority to work overtime or
30 extended work hours during a period in which his or her spouse
31 is deployed on active duty military service.

32 (b) An employing authority may not impose a sanction or
33 penalty upon an employee who is the spouse of a servicemember of
34 the United States Armed Forces for failure or refusal to work
35 overtime or extended work hours during a period in which his or
36 her spouse is deployed on active duty military service.

37 (c) This subsection applies exclusively to employees
38 entitled to overtime protection under the federal Fair Labor
39 Standards Act, 29 U.S.C. ss. 201 et seq.

40 (2) An employing authority shall grant a request by an
41 employee who is the spouse of a servicemember of the United
42 States Armed Forces deployed on active duty military service for
43 unpaid leave not to exceed 4 working days for the purpose of
44 attending to matters directly related to the implementation of
45 deployment orders of his or her spouse.

46 Section 2. To support members of the United States Armed
47 Forces and their families, the Legislature finds that a proper
48 and legitimate state purpose is served by prohibiting the state
49 or any county, municipality, or other political subdivision from
50 requiring an employee entitled to overtime protection under the
51 federal Fair Labor Standards Act whose spouse is deployed on
52 active duty military service from working overtime or extended
53 hours. To support members of the United States Armed Forces and
54 their families, the Legislature also finds that a proper and
55 legitimate state purpose is served by permitting any employee of
56 the state or any county, municipality, or other political

CS/CS/HB 519

2013

57 subdivision whose spouse is deployed on active duty military
58 service to take unpaid leave to attend to matters directly
59 related to the implementation of the deployment orders.
60 Therefore, the Legislature determines and declares that this act
61 fulfills an important state interest.

62 Section 3. This act shall take effect July 1, 2013.