

April 10, 2003

**H 1193. JOB PROTECTION FOR EMERGENCY PERSONNEL. AMENDING CHAPTER 95 OF THE GENERAL STATUTES TO PROVIDE THAT RESCUE AND PUBLIC SAFETY PERSONNEL SHALL NOT BE TERMINATED FOR BEING ABSENT FROM EMPLOYMENT DUE TO AN EMERGENCY.** Enacts new GS 95-28.4 to provide that no employer shall terminate an employee who is a volunteer firefighter, rescue squad member, emergency medical technician, law enforcement officer, or member of an emergency management agency because that employee, when acting in the volunteer capacity, is absent or late to the his or her employment because of responding to an emergency. Provides that an employee who is terminated in violation of act may bring a civil action against the employer for reinstatement, back wages, fringe benefits, and seniority. Effective May 1, 2003.

**Intro. by Goodwin.**

Ref. to Occupational Safety	GS 95
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April 28, 2003

**H 1193. JOB PROTECTION FOR EMERGENCY PERSONNEL.** Intro. 4/10/03. House amendment makes the following changes to 1st edition. In sec. (a) of proposed new GS 95-28.4, substitutes the more general term "firefighter" for the more restrictive term "volunteer firefighter," and the more general term "fire department" for the more restrictive term "volunteer fire department." Changes the effective date from May 1, 2003, to Oct. 1, 2003.

May 1, 2003

**H 1193. JOB PROTECTION FOR EMERGENCY PERSONNEL.** Intro. 4/10/03. House amendment adopted 4/30/03 makes the following changes to 2nd edition. Amends GS 95-28.4(a) to provide that employee may be terminated if absences are excessive. Adds new GS 95-28.4(c) stating that sec. is inapplicable to businesses with six or fewer regular employees.