

**Bill #107  
Labour Standards Code (amended)**

CHANGES RECOMMENDED TO THE LAW AMENDMENTS COMMITTEE

**PAGES 3 to 6, Clause 6,**

(a) **proposed heading before proposed Section 60Y** - add "AND SUPPORT" after "LEAVE";

(b) **proposed Section 60Y, line 1** - delete "60ZB" and substitute "60ZD";

(c) **proposed subsection 60Z(1), line 2** - delete "an unpaid" and substitute "a";

(d) **proposed Section 60Z** - add the following subsections:

(4) Subject to subsection (5), a leave of absence taken under this Section is to be taken as unpaid leave.

(5) Where an employee takes a leave of absence under this Section, the employer shall pay the employee for the first five days of leave taken.

(6) An employer may apply, in the manner prescribed by the Minister, to be reimbursed for any amount paid to an employee under subsection (5) and, where the Minister is satisfied that the amounts were paid under that subsection, the employer must be reimbursed for the amounts paid out of the General Revenue Fund.

**and**

(e) **add after proposed Section 60ZB the following Sections:**

60ZC Where an employee notifies the employer that the employee has experienced domestic violence, the employer shall allow the employee to make any flexible work arrangements, including changing the employee's hours of work or the place from which the employee works, necessary or advisable to minimize the likelihood of the person who responsible for the domestic violence causing the employee to experience further domestic violence at or in transit to or from the employee's place of work.

60ZD The Minister shall cause to be created a public awareness campaign to help employers

(a) recognize the physical and behavioural signs that an employee has or may have experienced domestic violence;

(b) learn to communicate effectively and appropriately with an employee who has or may have experienced domestic violence; and

(c) determine what resources to offer an employee who has experienced domestic violence.