

11 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

13 **NEW SECTION. Section 1. Employer requirements -- employees -- public office.** (1) In addition to
14 the requirements in 39-2-104, an employer may not prohibit or restrict an employee from seeking election or
15 appointment to a city, county, or state public office or retaliate or discriminate against an employee for seeking
16 election or appointment to a city, county, or state public office.

17 (2) During an employee's leave of absence while serving as an elected officer or while appointed
18 to a public office under 39-2-104, the employer may not require an employee:

19 (a) to use leave or benefits during the mandatory leave of absence without the consent of the
20 employee; or

21 (b) to perform work during the mandatory leave of absence.

22 (3) If the employer provides a company phone, computer, or phone number and the employer
23 allows the employee's personal use of the company phone, computer, or phone number, the employer may not
24 prohibit the employee's use of the phone, computer, or phone number during the leave of absence provided in
25 39-2-104.

26 (4) If the employer provides health care benefits to the employee, the employer shall continue
27 offering the employee health care benefits with the same covered benefits and covered persons, as those

1 terms are defined in 33-32-102, during the leave of absence provided for in 39-2-104.

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3 **NEW SECTION. Section 2. Codification instruction.** [Section 1] is intended to be codified as an
4 integral part of Title 39, chapter 2, part 1, and the provisions of Title 39, chapter 2, part 1, apply to [section 1].

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6 **NEW SECTION. Section 3. Effective date.** [This act] is effective on passage and approval.

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8 **NEW SECTION. Section 4. Retroactive applicability.** [This act] applies retroactively, within the
9 meaning of 1-2-109, to all occurrences on or after January 1, 2025.

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