
DIGEST

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HB 390 Original

2026 Regular Session

Walters

Abstract: Requires certain employers to grant unpaid leave for employees who are domestic abuse survivors.

Proposed law requires an employer to allow an employee to take up to three working days of unpaid leave from work in any 12-month period, if the employee is a survivor of domestic abuse and the leave is used for any of the following reasons:

- (1) To seek medical care or mental health counseling for the employee to recover from physical or psychological injury or disability caused by the domestic abuse.
- (2) To obtain services from a victim service organization, including but not limited to a domestic abuse shelter or program.
- (3) To obtain psychological or other counseling.
- (4) To allow the employee the opportunity to temporarily or permanently relocate.
- (5) To take legal action, including but not limited to preparing for or participating in any civil or criminal proceeding related to or resulting from the domestic abuse.

Proposed law allows an employer to request from an employee seeking leave any of the following:

- (1) Confirmation of a scheduled appointment from a licensed counselor, healthcare provider, or attorney.
- (2) A protective order.
- (3) A police report.
- (4) A summons to appear in court for a civil or criminal proceeding.

Proposed law prohibits an employer from discharging, demoting, suspending, retaliating, or in any other manner discriminating against an employee for exercising the employee's right to take leave as provided by proposed law.

Proposed law provides that proposed law applies only to an employer who employs 50 or more

employees.

(Adds R.S. 23:1006.1)