

S. 64

To ensure that employees who are terminated or suspended are given a justification

IN THE SENATE OF THE UNITED STATES
16th of February 2025

Mr jsjsjbsd (for himself) introduced the following act; which was referred to the floor of the Senate.

A BILL

To ensure that employees who are terminated or suspended are given a justification.

Be it enacted by the Senate and House of Representatives of the United States in Congress Assembled.

SECTION 1: GENERAL PROVISIONS

- a) This Act may be cited as the "Termination and Suspension Justification Act."
- b) This Act shall be severable, meaning that if any word, phrase, line, sentence, or provision of this Act, or its application to any person or circumstance, is found invalid, the remainder of the Act shall remain in effect.
- c) This Act shall not be superseded by any newer law unless such law explicitly states its intent to override this Act.

- d) Any provision in a pre-existing act, joint resolution, or codified law that conflicts with this Act shall be rendered null and void.
- e) This Act shall apply to both private organizations and public agencies/departments.

SECTION 2: FINDINGS

- a) Whereas, employees are often terminated or suspended without prior notice, negatively impacting workplace stability and morale.
- b) Whereas, employees should be provided with a reason for their dismissal or suspension to promote transparency and accountability.

SECTION 3: TERMINATION REQUIREMENTS

- a) Any individual, organization, or entity that terminates an employee shall:
 - i) Provide the employee with a **written justification** for termination within **24 hours** of dismissal.
 - ii) If the termination is planned in advance, the employee shall receive notification at least **one week** before the termination date.
 - iii) If the decision to terminate occurs less than a week before execution, notification shall be given immediately upon decision.

SECTION 4: SUSPENSION REQUIREMENTS

- a) Any individual, organization, or entity that suspends an employee shall:
 - i) Provide the employee with a **written justification** for suspension within **24 hours** of enforcement.
 - ii) Ensure that the suspension period does not exceed **two (2) weeks**, except in cases of criminal investigations.

SECTION 5: FAILURE TO COMPLY

- a) If an individual, organization, or entity fails to comply with the requirements outlined in this Act, the affected employee shall be entitled to one or more of the following remedies:
 - a) **Financial compensation** as determined by a court of law.
 - b) **Reinstatement** to their previous position, if applicable.
 - c) A **formal written apology** issued by the offending party.
- b) The courts shall have the authority to determine just compensation and appropriate remedies on a case-by-case basis.