

HOUSE BILL No. 6590

December 6, 2018, Introduced by Reps. Wittenberg, Hammoud, Hertel, Clemente, Lasinski, Gay-Dagnogo, Geiss, Greig and Camilleri and referred to the Committee on Commerce and Trade.

A bill to require employers to provide leave for employees to vote; to provide the conditions for granting the leave; to prohibit discrimination against employees who request or use the leave; and to provide for remedies for a violation of the act.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1. (1) This act shall be known and may be cited as the
2 "voting leave act".

3 (2) As used in this act:

4 (a) "Election" means an election regulated under the Michigan
5 election law, 1954 PA 116, MCL 168.1 to 168.992.

6 (b) "Employer" means an individual or entity, including this
7 state and a political subdivision of this state, that employs 1 or
8 more full-time employees.

1 (3) An employer shall allow each of its employees who does not
2 have 2 continuous hours off duty during the time that polls are
3 open to request and take an amount of leave necessary for the
4 purpose of voting in an election. An employer shall not grant an
5 employee more than 2 hours of paid leave for each election day.

6 (4) An employee who takes leave under this act shall provide
7 his or her employer proof that the employee voted or attempted to
8 vote. The proof must be on a form prescribed by the secretary of
9 state.

10 Sec. 2. (1) An employer shall not take retaliatory personnel
11 action or discriminate against an employee because the employee has
12 exercised a right provided by this act.

13 (2) An employee may bring a civil action against an employer
14 who violates the employee's rights provided by this act and may
15 recover the greater of the employee's actual damages or \$500.00 for
16 each violation.

17 Enacting section 1. This act takes effect 90 days after the
18 date it is enacted into law.