

# HOUSE BILL NO. 6000

July 23, 2020, Introduced by Reps. Guerra, Brenda Carter, Kennedy, Hood, Tyrone Carter and Wittenberg and referred to the Committee on Elections and Ethics.

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. This act shall be known and may be cited as the  
2 "voting leave act".

3           Sec. 2. As used in this act:

4           (a) "Election" means an election regulated under the Michigan



1 election law, 1954 PA 116, MCL 168.1 to 168.992.

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

5 Sec. 3. (1) An employer shall allow each of its employees who  
6 does not have 3 or more consecutive nonworking hours during the  
7 time that polls are open to request and take an amount of leave  
8 necessary for the purpose of voting in an election. An employer is  
9 not required to grant an employee more than 2 hours of paid leave  
10 under this section for each election day.

11 (2) An employee must request to take leave under subsection  
12 (1) at least 1 business day before the applicable election day.

13 Sec. 4. (1) An employer shall not take a retaliatory personnel  
14 action or discriminate against an employee because the employee has  
15 exercised a right provided by this act.

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

