

HOUSE BILL NO. 4781

August 21, 2025, Introduced by Reps. DeBoyer, Harris, Hoadley, Aragona, St. Germaine, Beson, Borton, Prestin, Rigas, Neyer, Bierlein, BeGole, Thompson, Woolford, Kelly, Cavitt, Roth, Robinson, Linting and Morgan and referred to Committee on Judiciary.

A bill to amend 1980 PA 469, entitled
"The whistleblowers' protection act,"
by amending sections 4 and 5 (MCL 15.364 and 15.365).

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

- 1 Sec. 4. **(1)** A court, in rendering a judgment in an action
2 brought ~~pursuant to~~ **under** this act, shall order, as the court
3 ~~considers~~ **determines** appropriate, ~~reinstatement~~ **any of the**
4 **following remedies:**
5 **(a) Reinstatement** of the employee. ~~the payment~~

1 (b) **Payment of 3 times the amount of** back wages ~~, full-owed to~~
 2 **the employee.**

3 (c) **Full** reinstatement of fringe benefits and seniority
 4 rights. ~~, actual~~

5 (d) **Actual** damages. ~~, or any~~

6 (e) **Any** combination of ~~these-the~~ remedies **provided under this**
 7 **subsection.**

8 (2) A court, **in rendering a judgment in an action brought**
 9 **under this act,** may also award ~~the-a~~ complainant all or a portion
 10 of the costs of litigation, including reasonable attorney fees and
 11 witness fees, if the court determines that the award is
 12 appropriate.

13 Sec. 5. (1) A person ~~who-that~~ violates this act ~~shall be~~
 14 ~~liable for-is~~ **subject to** a civil fine of not more than
 15 ~~\$500.00-\$2,000.00.~~

16 (2) A civil fine ~~which is ordered pursuant to-collected under~~
 17 this act ~~shall-must~~ be ~~submitted to the state treasurer for deposit~~
 18 **deposited** in the general fund.