

# SENATE BILL NO. 994

September 11, 2024, Introduced by Senator SINGH and referred to the Committee on Labor.

A bill to prohibit an employer from discharging an employee who is or who intends to become a candidate; to provide remedies; and to prescribe civil sanctions.

**THE PEOPLE OF THE STATE OF MICHIGAN ENACT:**

1       Sec. 1. As used in this act:

2       (a) "Candidate" means that term as defined in section 3 of the  
3 Michigan campaign finance act, 1976 PA 388, MCL 169.203.

4       (b) "Employee" means an individual employed by an employer.

5       (c) "Employer" means a person that employs 1 or more

1 individuals in this state.

2 (d) "Person" means an individual or a partnership,  
3 corporation, limited liability company, association, governmental  
4 entity, or other legal entity.

5 Sec. 3. An employer shall not discharge an employee because  
6 the employee is a candidate or intends to become a candidate.

7 Sec. 5. An employer that violates this act is subject to a  
8 civil fine of not more than \$1,000.00. The prosecutor of the county  
9 in which the violation occurred or the attorney general may bring  
10 an action to collect the fine.

11 Sec. 7. (1) An employee who is aggrieved by a violation of  
12 this act may bring a civil action to obtain damages, including, but  
13 not limited to, lost wages, injunctive relief, or both.

14 (2) The court shall award costs and reasonable attorney fees  
15 to an employee who prevails as a plaintiff in an action authorized  
16 under this section.

17 Sec. 9. If a collective bargaining agreement or other  
18 employment agreement meets both of the following conditions, this  
19 act applies to the parties to the agreement beginning on the date  
20 the agreement expires or is terminated, amended, extended, or  
21 renewed:

22 (a) The agreement is in effect on the effective date of this  
23 act.

24 (b) The agreement conflicts with this act.