

**COVID-19 EMPLOYMENT RIGHTS (EXCERPT)**  
**Act 238 of 2020**

\*\*\*\*\* 419.403 This section is effective and applies retroactively beginning March 1, 2020: See 419.410  
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\*\*\*\*\* 419.403 THIS SECTION IS REPEALED BY ACT 138 OF 2022 EFFECTIVE JULY 1, 2023 \*\*\*\*\*

**419.403 Employer prohibitions related to employees who test positive or symptomatic for COVID-19; exception.**

Sec. 3. (1) Except as provided in subsection (2), an employer shall not discharge, discipline, or otherwise retaliate against an employee who does any of the following:

(a) Complies with section 5, including where an employee who displays the principal symptoms of COVID-19 does not report to work and later tests negative for COVID-19.

(b) Opposes a violation of this act.

(c) Reports health violations related to COVID-19.

(2) Subsection (1) does not apply to an employee described in section 5 who, after displaying the principal symptoms of COVID-19, fails to make reasonable efforts to schedule a COVID-19 test within 3 days after receiving a request from their employer to get tested for COVID-19.

**History:** 2020, Act 238, Imd. Eff. Oct. 22, 2020.