

HOUSE BILL No. 5959

June 23, 1998, Introduced by Reps. LaForge, Brater, Hale, Kilpatrick, Anthony, Wojno, Agee, Schermesser, Parks, Varga, Bogardus, Frank, Brewer, Mans, Ciaramitaro, Schauer and Gire and referred to the Committee on Labor and Occupational Safety.

A bill to prohibit an employer from discriminating against an individual based on the individual's lawful activities off the employer's premises during nonworking hours; and to provide for remedies.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1. This act shall be known and may be cited as the
2 "employee lifestyle protection act".

3 Sec. 2. As used in this act:

4 (a) "Discriminate" includes the refusal to hire or promote
5 an individual or the discharge or demotion of an individual
6 because of the individual's lawful activities during nonworking
7 hours off an employer's premises.

8 (b) "Employer" means a person who has 1 or more employees,
9 and includes an agent of that person.

1 (c) "Nonworking hours" means the hours in which an
2 individual is not working for an employer.

3 Sec. 3. An employer shall not discriminate against an indi-
4 vidual because of that individual's lawful activities off the
5 employer's premises during nonworking hours.

6 Sec. 4. An employer who violates this section is liable to
7 the individual aggrieved by the violation for actual damages or
8 \$5,000.00, whichever is greater, plus reasonable attorney fees.