



**House  
Legislative  
Analysis  
Section**

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TIME OFF FROM WORK TO VOTE

MAY 23 1989

Mich. State Law Library

House Bill 4443  
Sponsor: Rep. Nick Ciaramitaro  
Committee: Elections

Complete to 4-3-89

A SUMMARY OF HOUSE BILL 4443 AS INTRODUCED 3-14-89

The bill would amend the Michigan Election Law to require an employer to release an employee from work for a reasonable amount of time, with or without pay, to vote in a local, state, or national public election under certain circumstances. The release from work would be required when the following conditions are satisfied:

- the employee is qualified to vote and would not otherwise have a reasonable opportunity to vote;
- the employer required the employee to be at the job site, in transit, or otherwise on duty during the entire time the polls were open; and
- either (1) the employee provided 24 hours notice of the intention to take time off to vote, or (2) the employee was provided with less than 36 hours notice that job requirements would prevent voting in person and the employee's absence would not endanger the health or safety of other individuals.

An employee released from work under this procedure with pay could not use the time to engage in any political activity other than voting.

An employer who violated the provision would be subject to a civil penalty of up to \$500 per violation. The attorney general or the prosecuting attorney of the county in which the employer was located could enforce the requirement. The bill would define "employer" to refer to an individual, sole proprietorship, partnership, corporation, association, state or local unit of government, or other legal entity with one or more employees.

MCL 168.931a

House Bill 4443 (4-3-89)