

**SUBSTITUTE FOR  
SENATE BILL NO. 686**

A bill to prohibit a state department or agency or a member or office of the senate or house of representatives from taking disciplinary action against certain state employees for communicating with certain individuals in the legislative branch.

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

1           Sec. 1. A department or agency of this state or a member or  
2 office of the senate or house of representatives shall not take  
3 disciplinary action against an employee of the department or agency  
4 in the state classified civil service or a nonpartisan employee of  
5 the senate or house of representatives, respectively, because the  
6 employee communicates with a member of the senate or house of  
7 representatives or a member's staff, unless the communication is  
8 prohibited by law and the department or agency or the member or

- 1 office of the senate or house of representatives taking
- 2 disciplinary action is exercising its authority as provided by law.