

HOUSE BILL NO. 5982

September 26, 2024, Introduced by Reps. Wegela, Tsernoglou, Morgan, Price, Wilson, MacDonell, Rheingans, Byrnes, Dievendorf, Andrews and Farhat and referred to the Committee on Labor.

A bill to amend 1939 PA 176, entitled

"An act to create a commission relative to labor disputes, and to prescribe its powers and duties; to provide for the mediation and arbitration of labor disputes, and the holding of elections thereon; to regulate the conduct of parties to labor disputes and to require the parties to follow certain procedures; to regulate and limit the right to strike and picket; to protect the rights and privileges of employees, including the right to organize and engage in lawful concerted activities; to protect the rights and privileges of employers; to make certain acts unlawful; to make appropriations; and to prescribe means of enforcement and penalties for violations of this act,"

(MCL 423.1 to 423.30) by adding section 8a.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 8a. (1) An employer shall do both of the following:

2 (a) Display the poster described in subsection (2) at each of
3 the employer's work sites in a prominent location that is
4 accessible to each of the employer's employees.

5 (b) Make the poster described in subsection (2) available to
6 each of the employer's employees in a digital format via an
7 internal website or email.

8 (2) The department of labor and economic opportunity shall
9 create and make available to employers a poster that describes all
10 of the rights granted to an employee under the national labor
11 relations act, 29 USC 151 to 169. The poster must be in English and
12 any other language requested by a labor organization or employer.
13 The department of labor and economic opportunity shall use
14 publications from the National Labor Relations Board in creating
15 the poster and may request assistance from the National Labor
16 Relations Board in creating the poster.

17 (3) An employer that violates subsection (1) is subject to a
18 civil fine as follows:

19 (a) For a first violation, \$5,000.00.

20 (b) For a second or subsequent violation, \$10,000.00.

21 (4) The prosecutor of the county in which the violation
22 occurred or the attorney general may bring an action to collect a
23 civil fine under this section. A civil fine collected under this
24 section must be deposited in the general fund.