



Romney Building, 10th Floor  
Lansing, Michigan 48909  
Phone: 517/373-6466

## CIVIL RIGHTS: PROTECT RIGHT TO NOT WORK ON RELIGIOUS HOLIDAYS

House Bill 5299

Sponsor: Rep. Greg Kaza

Committee: Constitutional and  
Civil Rights

Complete to 10-22-97

### A SUMMARY OF HOUSE BILL 5299 AS INTRODUCED 10-21-97

The bill would amend the Elliott-Larsen Civil Rights Act to prohibit employers, employment agencies, and "on-the-job" apprenticeship (or other training or retraining) programs from penalizing individuals who elected not to work on a holiday established by their religion (where "religion" would mean "Christianity, Judaism, Islam, Hinduism, Buddhism, or Confucianism") if two conditions were met: (1) the employee gave his or her employer (employment agency, or training program) at least one week's advance notice of his or her intent not to work on that holiday; and (2) the employee was not required to be paid for the religious holiday period that he or she elected not to work.

MCL 37.2202, 37.2203, and 37.2205

House Bill 5299 (10-22-97)

Analyst: S. Ekstrom

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#This analysis was prepared by nonpartisan House staff for use by House members in their deliberations, and does not constitute an official statement of legislative intent.