



## CHAMBER GUIDE TO EDUCATING EMPLOYEES ON POLITICS & PUBLIC POLICY

**AS AN EMPLOYER, YOU HAVE THE OPPORTUNITY TO ENCOURAGE YOUR EMPLOYEES TO VOTE, AS WELL AS THE CREDIBILITY TO EDUCATE THEM SO THEY CAN MAKE INFORMED CHOICES AT THE POLLS.**

Sharing information on important proposals with your employees gives them a better understanding of how it will affect them and their place of employment.

Studies by the Harvard Business Review show that a growing number of employees appreciate receiving political information through their workplace. Furthermore, the study showed that 60% of employees trusted the information provided by employers and the information provided helped them decide how to vote.

When communicating about politics and public policy issues with your employees, however, be sure to approach it the right way. This is about sharing information, NOT about mandating how your employees actually vote.

### WHY?

The Chamber and business community set a high bar for constitutional amendments and citizen-initiated laws. It is important for voters to be educated because the consequences are serious and near-permanent.

Once a constitutional amendment is passed the only way to change it is with another amendment. Meaning, if bad policy is approved, Michigan is stuck with it for a long time.

The same applies to citizen-initiated laws like the legalization of marijuana proposal. If approved, a 3/4th vote of the legislature is required to make any change, making it extremely difficult to address problems that will arise. Due to this dynamic, it took 10 years to address the flaws in Michigan's medical marijuana law after its adoption at the ballot box.



### LEGAL

Providing facts that inform employees how certain proposals will impact their place of work



### ILLEGAL

Intimidating employees if they do not vote a certain way or rewarding employees for voting a certain way.



## 5 TIPS FOR EFFECTIVE COMMUNICATION

- 1 When supporting a proposal, do not make negative comments on opposing views; this will hurt the credibility of information with employees.
- 2 Inform employees of what meaningful impacts a proposal will have on your business and whether it will improve or decrease their standard of living.
- 3 **To encourage everyone to vote, provide information on how to register, where to register, and voting information. Visit [grandrapids.org/ballot](https://grandrapids.org/ballot) for more resources.**
- 4 It is legal to provide facts informing employees on how legislation will affect their employer and work environment.
- 5 It is illegal to intimidate or reward employees if they vote a certain way.

# 2018 MICHIGAN BALLOT PROPOSALS WEST MICHIGAN POLICY FORUM'S OFFICIAL POSITIONS



PROPOSAL NUMBER	DESCRIPTION	WMPF POSITION	RATIONALE
<p><b>PROPOSAL 1: RECREATIONAL MARIJUANA</b></p>	<p>This initiative will authorize the legal possession, use, and cultivation of marijuana products by individuals 21 years or older as well as the commercial sales of marijuana through state-licensed retailers.</p>	<p><b>VOTE NO</b></p>	<p>Marijuana is still illegal under federal law and while decriminalization is worth evaluation, concerns over this proposal are well placed as it may lead to significant problems for our business climate, workplace safety, and public health. The increased potency of today's marijuana and impact on youth development raises reasonable concerns.</p> <p>Unlike for alcohol, on-demand impairment tests and other provisions are not in place to protect employers from liability due to accidents in the workplace; which could place Michigan at a competitive disadvantage. If this proposal were defeated, rational decriminalization could be adopted through the legislative process.</p>
<p><b>PROPOSAL 2: REDISTRICTING</b></p>	<p>This proposal seeks to change the way district lines are drawn in Michigan. A "no" vote would be a vote to keep our current system.</p>	<p><b>VOTE NO</b></p>	<p>This constitutional amendment has numerous flaws due to vagueness and lack of accountability. Though it envisions a commission with 4 Republicans, 4 Democrats and 5 Independents there are provisions that leave it open abuse:</p> <ul style="list-style-type: none"> <li>• A partisan-elected Secretary of State would administer the process. This could allow stacking of the commission, especially if those identified as "independents" favor one party.</li> <li>• The commission would draw legislative lines based on undefined "communities of interest" and not city and county lines. A hand-picked commission could split communities for maps based on their interests or those of the administrator of the process – a partisan Secretary of State.</li> <li>• The proposal requires a minimum budget (\$5 million) and minimum salaries (25% of the Governor's salary) for commissioners; but, there is no maximum, allowing for runaway spending by a new government body that is not accountable - commissioners cannot be recalled, removed or voted out.</li> </ul>
<p><b>PROPOSAL 3: PROMOTE THE VOTE</b></p>	<p>This proposed constitutional amendment is to authorize automatic and Election Day voter registration, no-reason absentee voting, and straight-ticket voting.</p>	<p><b>VOTE NO</b></p>	<p>Registering to vote and casting a vote should be easy. Everyone's vote should count. But, nobody's vote should be negated by any invalid votes.</p> <p>This amendment includes many provisions, most of which, like private ballots, absentee voting, and ballots for overseas military, are already law.</p> <p>It puts "Straight Ticket Voting" in the Constitution. 44 states do not have straight ticket voting. At a time where many would argue we need less partisanship, this effort would put straight-partisan voting into the Constitution.</p> <p>It adds "same day registration" to the Constitution, diminishing the time and ability to check residency and ensure the integrity of the voting process; and can be expected to increase lines since polling locations will have to do work typically done in Secretary of State branches. Other states have seen significant issues with this process.</p>