

**IN THE UNITED STATES DISTRICT COURT
FOR THE WESTERN DISTRICT OF ARKANSAS
FAYETTEVILLE DIVISION**

BONNIE HEATHER MILLER, ROBERT
WILLIAM ALLEN, ADELLA DOZIER
GRAY, and ARKANSAS VOTERS FIRST,

Plaintiffs,

v.

JOHN THURSTON, in his official capacity
as Secretary of State of Arkansas,

Defendant.

Case No. 5:20-cv-05070-pkh

Hon. Paul K. Holmes, III

**REPLY TO DEFENDANT'S BRIEF IN OPPOSITION TO PLAINTIFFS' MOTION FOR
PRELIMINARY INJUNCTION**

EXHIBIT 1

Second Declaration of Brett Kincaid, dated May 6, 2020

SECOND DECLARATION OF BRETT KINCAID

1. I am an operations and management consultant and currently serve as the Director of Arkansas Voters First (AVF). This is my second declaration filed in this case.
2. On April 21, 2020 I made contact with a sales representative at DocuSign to discuss the possibility of gathering signatures electronically for the AVF petition. They informed me that this would be possible and DocuSign was being used in other states for this purpose. On May 1, 2020 I signed a contract with DocuSign on behalf of AVF. I attach that contract as Exhibit 1 to this declaration.
3. A campaign consultant informed me that a campaign in Ohio had worked with Trilogy Interactive LLC to develop a web portal to gather signatures electronically for an Ohio ballot petition using the DocuSign platform. That consultant shared a demonstration website for that ballot petition with me: <https://raisethewageohio.bytrilogy.com/>. I entered "test" information into that website and attach as Exhibit 2 screenshots showing what a user would see if they signed that petition using the DocuSign service.
4. Trilogy confirmed that they can require the same fields to be completed as are required by Arkansas law, Ark. Code § 7-9-103: name, address, birth date, and date of signing. DocuSign can require a signer to trace their signature in a box using a mouse, trackpad, or finger or stylus on a mobile device.
5. I visited the live site <https://www.fairandequalmichigan.com/sign>. I entered "test" information here too so that I could show how the DocuSign lets the signer trace their signature for submission. I attach Exhibit 3 showing screenshots of the what a user sees if they go through the steps to sign the Fair and Equal Michigan petition.
6. DocuSign also shared a document with me that I attach as Exhibit 4. Exhibit 4 is a datasheet explaining the DocuSign "Identify Platform & ID Verification" service. Using this service, AVF can add a requirement that petition signers upload a copy of their photo ID when they submit their signature.
7. AVF can print all the signed petitions, and copies of the images of the associated photo IDs, and submit them in hard copy to the Secretary of State by the court approved deadline. If the Secretary of State would prefer, AVF could submit the DocuSign files electronically only, or it can submit the signatures and images of associated photo IDs both in hard copy *and* electronically.

I declare under penalty of perjury that the foregoing statements are true and correct. Executed on

05/06/2020, by


Brett Kincaid



DocuSign, Inc.
221 Main Street, Suite 1000
San Francisco, CA 94105

Offer Valid Through: May 1,
2020

Prepared By: Corey Sammon
Quote Number: Q-00442532

ORDER FORM

Address Information

Bill To:

Arkansas Voters First
417 N Main St,
Little Rock, AR, 72211
United States

Ship To:

Arkansas Voters First
417 N Main St,
Little Rock, AR, 72211
United States

Billing Contact Name:

Brett Kincaid

Billing Email Address:

brett.kincaid@icloud.com

Billing Phone:

(501) 420-2699

Shipping Contact Name:

Brett Kincaid

Shipping Email Address:

brett.kincaid@icloud.com

Shipping Phone:

(501) 420-2699

Order Details

Order Start Date: May 1, 2020

Order End Date: May 31, 2020

Billing Frequency: Annual

Payment Method: Wire Transfer

Payment Terms: Net 30

Currency: USD

Products

Product Name	Start Date	End Date	Quantity	Net Price
eSignature Business Pro Edition - Envelope Subs.	May 1, 2020	May 31, 2020	500	\$2,400.00
Premier Support	May 1, 2020	May 31, 2020	1	\$360.00
Adoption QuickStart	May 1, 2020	May 31, 2020	1	\$0.00
Consulting - 10 Hour Bundle	May 1, 2020	May 31, 2020	1	\$1,750.00

Grand Total: \$4,510.00

Product Details

eSignature Envelope Allowance: 500

Overage/Usage Fees

eSignature Business Pro Edition - Envelope Subs. (Per Transaction): \$5.80

Order Special Terms

Terms & Conditions

This Order Form is governed by the terms Master Services Agreement available online at: <https://www.docusign.com/company/terms-and-conditions/msa> and the applicable Service Schedule(s) and Attachments for the DocuSign Services described herein available online at <https://www.docusign.com/company/terms-and-conditions/msa-service-schedules>.

Billing Information

Prices shown above do not include any state and local taxes that may apply. Any such taxes are the responsibility of the Customer and will appear on the final Invoice.

Is the contracting entity exempt from sales tax?

Please select Yes or No: ☒ Yes

If yes, please send the required tax exemption documents immediately to taxexempt@docusign.com.

Invoices for this order will be emailed automatically from invoicing@docusign.com. Please make sure this email is on an approved setting or safe senders list so notifications do not go to a junk folder or caught in a spam filter.

Purchase Order Information

Is a Purchase Order (PO) required for the purchase or payment of the products on this Order Form?

Please select Yes or No: ☒ No

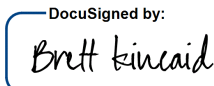
If yes, please complete the following:

PO Number:

PO Amount: \$


By signing this Agreement, I certify that I am authorized to sign on behalf of the Customer and agree to the Terms and Conditions of this Order Form and any documents incorporated herein.

Customer

Signature:  DocuSigned by:
68577F8D401249B...

Name: Brett Kincaid
Job Title: Campaign Manager
Date: May 1, 2020

**DocuSign,
Inc.**

Signature:  DocuSigned by:
124D3BDF35C84CC...

Name: Claire Geisse
Job Title: Sr Manager RevOps
Date: May 1, 2020

DS


SIGN OUR OFFICIAL PETITION TO RAISE THE MINIMUM WAGE IN OHIO. IT ONLY TAKES A COUPLE OF MINUTES.

Ohioans who work full time should earn enough to cover their basic needs, but minimum wage workers in our state make less than \$18,000 a year. We should reward hard work — now more than ever — and raise the minimum wage to help ensure that no one who works full time lives in poverty.

Due to COVID-19, we are collecting signatures electronically to help us qualify a minimum wage increase for the ballot, and we need your help! Please fill out the form below to sign the petition to raise the minimum wage online.

After you fill out this form, you will be redirected to a site where you will sign the official petition.

If you have any questions, please email support@raisethewageohio.org. Thank you!

First Name*

Last Name*

Middle Initial

Street Address* (Address on File with the Board of Elections)

City, Village, or Township*

State*

OH

ZIP Code*

County (ex: Cuyahoga)*

Last 4 of Social Security Number* (This helps the elections division confirm your identity to verify your signature)


Email Address*

Mobile Number (Optional)

I AM A REGISTERED OHIO VOTER AND I WANT TO SIGN THE PETITION TO RAISE THE MINIMUM WAGE

Note: The full text of the proposed amendment language will be available for review on the signature page. It is also linked here if you'd like to review: [Initiative Petition](#)

By providing your mobile phone number you consent to receive recurring text messages from Ohioans for Raising the Wage. Message & Data Rates May Apply. Text HELP for info. Text STOP to opt out. No purchase necessary.



Mike Disharoon

State Policy Advisors - Demo



Please read the [Electronic Record and Signature Disclosure](#).

☐ I agree to use electronic records and signatures.

CONTINUE

FINISH LATER

OTHER ACTIONS ▼

Use the Finish Later option to continue signing this document at a later time. [Learn more...](#)

GOT IT

To be Submitted Directly to the Electors

AMENDMENT

TITLE

Raise the Wage Ohio

SUMMARY

The Amendment would amend Article II, Section 34a of the Ohio Constitution to increase the state minimum wage rate. Specifically, the Amendment would:

- Increase the state minimum wage rate to \$9.60 per hour on January 1, 2021.
- After January 1, 2021, increase the state minimum wage rate in equal increments annually for four years to reach \$13 per hour on January 1, 2025.
- After January 1, 2025, annually adjust the state minimum wage rate for inflation, consistent with the existing language.
- Provide that the state minimum wage will increase to match the federal minimum wage if the federal minimum wage is higher at any time, and that the state minimum wage shall be subject to the subsequent rate of inflation increases set forth in the Section and, if less than thirteen dollars per hour, shall be increased in equal increments annually until it is \$13 per hour on January 1, 2025.

The Amendment does not change any exemptions to the state minimum wage currently in the Section.

CERTIFICATION OF ATTORNEY GENERAL

Without passing on the advisability of the approval or rejection of the measure to be referred, but pursuant to the duties imposed upon the Attorney General’s Office under Section 3519.01(A) of the Ohio Revised Code, I hereby certify that the summary is a fair and truthful statement of the proposed amendment.

DAVE YOST
Ohio Attorney General
January 27, 2020

COMMITTEE TO REPRESENT THE PETITIONERS

The following persons are designated as a committee to represent the petitioners in all matters relating to the petition or its circulation:

Anthony A. Caldwell	5112 Maple Valley Drive, Columbus, Ohio 43228
James E. Hayes	1495 Bycroft Road, Columbus, Ohio 43206
David G. Latanick	374 Wilber Avenue, Columbus, Ohio 43215
Pierrette M. Talley	935 Parkside Boulevard, Toledo, Ohio 43607



START

DocuSign Envelope ID: FA864813-6B37-4BEB-82E2-5E76DD559B8C

NOTICE

DEMONSTRATION DOCUMENT ONLY
PROVIDED BY DOCUSIGN ONLINE SIGNING SERVICE
999 3rd Ave, Suite 1700 • Seattle • Washington 98104 • (206) 219-0200
www.docusign.com

Whoever knowingly signs this petition more than once; except as provided in section 3501.382 of the Revised Code, signs a name other than one's own on this petition; or signs this petition when not a qualified voter, is liable to prosecution.

MUST USE ADDRESS ON FILE WITH BOARD OF ELECTIONS
(Sign with ink. Your name, residence, and date of signing must be given)

Signature	County	Township	Rural Route or other Post Office Address	Month / Day / Year
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(Voters who do not live in a municipal corporation should fill in the information called for by headings printed above.)

(Voters who reside in municipal corporations should fill in the information called for by headings printed below.)

Signature	County	City or Village	Street and Number	Ward/Precinct	Month / Day / Year
-----------	--------	-----------------	-------------------	---------------	--------------------

1. Print First Name test		Print Last Name test		M.I.
Street Address (Your Address on File with the Board of Elections) test				
City, Village, or Township test	County Adams	Zip Code 43002	Ward/Precinct	
Signature <div>Sign ↓</div>			Date of Signing 05/06/2020	



START

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www.docusign.com

County:

Adams

Number: _____

INITIATIVE PETITION

Amendment to the Constitution

Proposed by Initiative Petition

To be Submitted Directly to the Electors

AMENDMENT

TITLE

Raise the Wage Ohio

SUMMARY

The Amendment would amend Article II, Section 34a of the Ohio Constitution to increase the state minimum wage rate. Specifically, the Amendment would:

- Increase the state minimum wage rate to \$9.60 per hour on January 1, 2021.
- After January 1, 2021, increase the state minimum wage rate in equal increments annually for four years to reach \$13 per hour on January 1, 2025.
- After January 1, 2025, annually adjust the state minimum wage rate for inflation, consistent with the existing language.
- Provide that the state minimum wage will increase to match the federal minimum wage if the federal minimum wage is higher at any time, and that the state minimum wage shall be subject to the subsequent rate of inflation increases set forth in the Section and, if less than thirteen dollars per hour, shall be increased in equal increments annually until it is \$13 per hour on January 1, 2025.

The Amendment does not change any exemptions to the state minimum wage currently in the Section.

CERTIFICATION OF ATTORNEY GENERAL

Without passing on the advisability of the approval or rejection of the measure to be referred, but pursuant to the duties imposed upon the Attorney General’s Office under Section 3519.01(A) of the Ohio Revised Code, I hereby certify that the summary is a fair and truthful statement of the proposed amendment.

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935 Parkside Boulevard, Toledo, Ohio 43607



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AMENDMENT

FULL TEXT OF PROPOSED AMENDMENT

Be it Resolved by the People of the State of Ohio that Article II is hereby amended to add the following language to Section 34a shown underlined and in all capital letters below, and repeals the existing language shown by strikethrough. Current language that is not changed appears without underline or strikethrough:

Article II, Section 34a

Except as provided in this section, every employer shall pay their employees a wage rate of not less than ~~six dollars and eighty five cents~~ NINE DOLLARS AND SIXTY CENTS per hour beginning January 1, ~~2007~~2021. THEREAFTER, THIS STATE MINIMUM WAGE RATE SHALL BE INCREASED IN EQUAL INCREMENTS ANNUALLY FOR FOUR YEARS TO REACH THIRTEEN DOLLARS PER HOUR ON JANUARY 1, 2025. On the thirtieth day of each September, beginning in ~~2007~~2025, this state minimum wage rate shall be increased effective the first day of the following January by the rate of inflation for the twelve month period prior to that September according to the consumer price index or its successor index for all urban wage earners and clerical workers for all items as calculated by the federal government rounded to the nearest five cents. IF AT ANY TIME THE FEDERAL MINIMUM WAGE RATE IS HIGHER THAN THE STATE MINIMUM WAGE RATE, THE STATE RATE SHALL BE INCREASED TO THE AMOUNT OF THE FEDERAL RATE AND SHALL BE SUBJECT TO THE SUBSEQUENT RATE OF INFLATION INCREASES SET FORTH IN THIS SECTION AND, IF LESS THAN THIRTEEN DOLLARS PER HOUR, SHALL BE INCREASED IN EQUAL INCREMENTS ANNUALLY UNTIL IT IS THIRTEEN DOLLARS PER HOUR ON JANUARY 1, 2025.

Employees under the age of sixteen and employees of businesses with annual gross receipts of two hundred fifty thousand dollars or less for the preceding calendar year shall be paid a wage rate of not less than that established under the federal Fair Labor Standards Act or its successor law. This gross revenue figure shall be increased each year beginning January 1, 2008 by the change in the consumer price index or its successor index in the same manner as the required annual adjustment in the minimum wage rate set forth above rounded to the nearest one thousand dollars. An employer may pay an employee less than, but not less than half, the minimum wage rate required by this section if the employer is able to demonstrate that the employee receives tips that combined with the wages paid by the employer are equal to or greater than the minimum wage rate for all hours worked. The provisions of this section shall not apply to employees of a solely family owned and operated business who are family members of an owner. The state may issue licenses to employers authorizing payment of a wage rate below that required by this section to individuals with mental or physical disabilities that may otherwise adversely affect their opportunity for employment.

As used in this section: "employer," "employee," "employ," "person" and "independent contractor" have the same meanings as under the federal Fair Labor Standards Act or its successor law, except that "employer" shall also include the state and every political subdivision and "employee" shall not include an individual employed in or about the property of the employer or individual's residence on a casual basis. Only the exemptions set forth in this section shall apply to this section.

An employer shall at the time of hire provide an employee the employer's name, address, telephone number, and other contact information and update such information when it changes. An employer shall maintain a record of the name, address, occupation, pay rate, hours worked for each day worked and each amount paid an employee for a period of not less than three years



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following the last date the employee was employed. Such information shall be provided without charge to an employee or person acting on behalf of an employee upon request. An employee, person acting on behalf of one or more employees and/or any other interested party may file a complaint with the state for a violation of any provision of this section or any law or regulation implementing its provisions. Such complaint shall be promptly investigated and resolved by the state. The employee's name shall be kept confidential unless disclosure is necessary to resolution of a complaint and the employee consents to disclosure. The state may on its own initiative investigate an employer's compliance with this section and any law or regulation implementing its provisions. The employer shall make available to the state any records related to such investigation and other information required for enforcement of this section or any law or regulation implementing its provisions. No employer shall discharge or in any other manner discriminate or retaliate against an employee for exercising any right under this section or any law or regulation implementing its provisions or against any person for providing assistance to an employee or information regarding the same.

An action for equitable and monetary relief may be brought against an employer by the attorney general and/or an employee or person acting on behalf of an employee or all similarly situated employees in any court of competent jurisdiction, including the common pleas court of an employee's county of residence, for any violation of this section or any law or regulation implementing its provisions within three years of the violation or of when the violation ceased if it was of a continuing nature, or within one year after notification to the employee of final disposition by the state of a complaint for the same violation, whichever is later. There shall be no exhaustion requirement, no procedural, pleading or burden of proof requirements beyond those that apply generally to civil suits in order to maintain such action and no liability for costs or attorney's fees on an employee except upon a finding that such action was frivolous in accordance with the same standards that apply generally in civil suits. Where an employer is found by the state or a court to have violated any provision of this section, the employer shall within thirty days of the finding pay the employee back wages, damages, and the employee's costs and reasonable attorney's fees. Damages shall be calculated as an additional two times the amount of the back wages and in the case of a violation of an anti-retaliation provision an amount set by the state or court sufficient to compensate the employee and deter future violations, but not less than one hundred fifty dollars for each day that the violation continued. Payment under this paragraph shall not be stayed pending any appeal.

This section shall be liberally construed in favor of its purposes. Laws may be passed to implement its provisions and create additional remedies, increase the minimum wage rate and extend the coverage of the section, but in no manner restricting any provision of the section or the power of municipalities under Article XVIII of this constitution with respect to the same.

If any part of this section is held invalid, the remainder of the section shall not be affected by such holding and shall continue in full force and effect.

FAIR AND EQUAL

MICHIGAN

Sign our official petition online. It takes just 1 minute.

Fair and Equal Michigan is working to pass Michigan's first-ever LGBTQ rights law through a citizens' petition — we have just 21 days left!

You must be registered to vote in Michigan. The full petition is on the next page and is secured by DocuSign, a leader in online security.

First Name* (as appears on voter registration)

test



Last Name* (as appears on voter registration)

test

Email Address*

test@gmail.com

County (ex: Wayne, Kent)*



Street Address* (no P.O. box)

test

City or Township*

test

State*

MI

ZIP Code*

48933

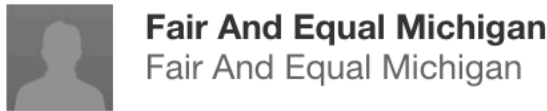
You will sign the petition once as a registered voter and once as a petition circulator on the final step.

[CLICK FOR FINAL STEP](#)

Already signed or not in Michigan?

[Click here to donate to reach more people.](#)

Questions? hello@fairandequalmichigan.com



Please read the [Electronic Record and Signature Disclosure](#).

☐ I agree to use electronic records and signatures.

CONTINUE

FINISH LATER

OTHER ACTIONS ▾

WARNING – A person who knowingly signs this petition more than once, signs a name other than his or her own, signs when not a qualified and registered elector, or sets opposite his or her signature on a petition, a date other than the actual date the signature was affixed, is violating the provisions of the Michigan election law.

	SIGNATURE	PRINTED NAME	STREET ADDRESS OR RURAL ROUTE	CITY OR TOWNSHIP	ZIP CODE	DATE OF SIGNING		
						MO	DAY	YEAR
1.	<div>Sign</div>	test	test	test	48933	5	6	2020
2.	DocuSign Envelope ID: 4CE55DC6-38C8-4E0C-A0C2-091AFBCFF463							
3.								
4.								
5.								
6.								
7.								
8.								
9.								

CERTIFICATE OF CIRCULATOR

The undersigned circulator of the above petition asserts that he or she is 18 years of age or older and a United States citizen; that each signature on the petition was signed in his or her presence; that he or she has neither caused nor permitted a person to sign the petition more than once and has no knowledge of a person signing the petition more than once; and that, to his or her best knowledge and belief, each signature is the genuine signature of the person purporting to sign the petition, the person signing the petition was at the time of signing a registered elector of the city or township indicated preceding the signature, and the elector was qualified to sign the petition.

☐ If the circulator is not a resident of Michigan, the circulator shall make a cross or check mark in the box provided, otherwise each signature on this petition sheet is invalid and the signatures will not be counted by a filing official. By making a cross or check mark in the box provided, the undersigned circulator asserts that he or she is not a resident of Michigan and agrees to accept the jurisdiction of this state for the purpose of any legal proceeding or hearing that concerns a petition sheet executed by the circulator and agrees that legal process served on the Secretary of State or a designated agent of the Secretary of State has the same effect as if personally served on the circulator.

WARNING – A circulator knowingly making a false statement in the above certificate, a person not a circulator who signs as a circulator, or a person who signs a name other than his or her own as circulator is guilty of a misdemeanor.

Paid for with regulated funds by Fair and Equal Michigan, P.O. Box 10030, Lansing, MI 48901

Circulator

Do not sign or date certificate until after circulating petition.

5

6

2020

(Signature of Circulator)

test

test

(Printed Name of Circulator)

test

Complete Residence Address (Street and Number or Rural Route) [Do Not Enter a Post Office Box]

test

MI

48933

(City or Township, State, Zip Code)

(County of Registration, If Registered to Vote, of a Circulator who is not a Resident of Michigan)

INITIATION OF LEGISLATION

An initiation of legislation to amend Section 103 of the Elliott-Larsen Civil Rights Act, Public Act 453 of 1976, MCL 37.2103. The Act prohibits discrimination in employment, housing, public accommodations, public service, and educational institutions because of religion, race, color, national origin, age, sex, height, weight, familial status, or marital status. Section 103 of the Act does not define “sex” or “religion.” If enacted, the proposed initiated law would for purposes of the Act define “sex” as including gender, sexual orientation, and gender identity or expression; and would define “religion” as including the religious beliefs of an individual.



START

If the petition circulator does not comply with all of the requirements of the Michigan election law for petition circulators, any signature obtained by that petition circulator on that petition is invalid and will not be counted.

INITIATION OF LEGISLATION

An initiation of legislation to amend Section 103 of the Elliott-Larsen Civil Rights Act, Public Act 453 of 1976, MCL 37.2103. The Act prohibits discrimination in employment, housing, public accommodations, public service, and educational institutions because of religion, race, color, national origin, age, sex, height, weight, familial status, or marital status. Section 103 of the Act does not define “sex” or “religion.” If enacted, the proposed initiated law would for purposes of the Act define “sex” as including gender, sexual orientation, and gender identity or expression; and would define “religion” as including the religious beliefs of an individual.

For the full text of the proposed initiation of legislation to amend section 103 of the Elliott-Larsen Civil Rights Act, 1976 PA 453, MCL 37.2103, as amended by 1999 PA 202, see the reverse side of this petition.

We, the undersigned qualified and registered electors, residents in the county of

Alcona

, state of Michigan, respectively petition for initiation of legislation.

WARNING – A person who knowingly signs this petition more than once, signs a name other than his or her own, signs when not a qualified and registered elector, or sets opposite his or her signature on a petition, a date other than the actual date the signature was affixed, is violating the provisions of the Michigan election law.

	SIGNATURE	PRINTED NAME		STREET ADDRESS OR RURAL ROUTE	CITY OR TOWNSHIP	ZIP CODE	DATE OF SIGNING		
							MO	DAY	YEAR
1.	<div>Sign</div>	test	test	test	test	48933	5	6	2020
2.	DocuSign Envelope ID: 4CE55DC6-38C8-4E0C-A0C2-091AFBCFF463								
3.									
4.									
5.									
6.									
7.									
8.									
9.									

CERTIFICATE OF CIRCULATOR

The undersigned circulator of the above petition asserts that he or she is 18 years of age or older and a United States citizen; that each signature on the petition was signed in his or her presence; that he or she has neither caused nor permitted a person to sign the petition more than once and has no knowledge of a person signing the petition more than once; and that, to his or her best knowledge and belief, each signature is the genuine signature of the person purporting to sign the petition, the person signing the petition was at the time of signing a registered elector of the city or township indicated preceding the signature, and the elector was qualified to sign the petition.

☐ If the circulator is not a resident of Michigan, the circulator shall make a cross or check mark in the box provided, otherwise each signature on this petition sheet is invalid and the signatures will not be counted by a filing official. By making a cross or check mark in the box provided, the undersigned circulator asserts that he or she is not a resident of Michigan and agrees to accept the jurisdiction of this state for the purpose of any legal proceeding or hearing that concerns a petition sheet executed by the circulator and agrees that legal process served on the Secretary of State or a designated agent of the Secretary of State has the same effect as if personally served on the circulator.

WARNING – A circulator knowingly making a false statement in the above certificate, a person not a circulator who signs as a circulator, or a person who signs a name other than his or her own as circulator is guilty of a misdemeanor.

Paid for with regulated funds by Fair and Equal Michigan, P.O. Box 10030, Lansing, MI 48901

Sign

CIRCULATOR – Do not sign or date certificate until after circulating petition.

5

6

2020

(Date)

test

test

(Signature of Circulator)

test

(Printed Name of Circulator)

test

MI

48933

(City or Township, State, Zip Code)

(Complete Residence Address (Street and Number or Rural Route) (Do Not Enter a Post Office Box))

(County of Registration, If Registered to Vote, of a Circulator who is not a Resident of Michigan)

INITIATION OF LEGISLATION

An initiation of legislation to amend Section 103 of the Elliott-Larsen Civil Rights Act, Public Act 453 of 1976, MCL 37.2103. The Act prohibits discrimination in employment,

Select the sign field to create and add your signature.

Adopt Your Signature

Confirm your name, initials, and signature.

* Required

Full Name*

test test

Initials*

TT

DRAW

DRAW YOUR SIGNATURE

Clear

By selecting Adopt and Sign, I agree that the signature and initials will be the electronic representation of my signature and initials for all purposes when I (or my agent) use them on documents, including legally binding contracts - just the same as a pen-and-paper signature or initial.

ADOPT AND SIGN

CANCEL

START

If the petition circulator does not sign the petition is invalid and will not be counted.

An initiation of legislation to prohibit discrimination on the basis of race, ethnicity, national origin, ancestry, place of birth, religion, marital status, sex, sexual orientation, gender identity or expression; and

For the full text of the proposed initiation of legislation, please see the attached document.

We, the undersigned qualified and registered voters of the State of Illinois, do hereby certify that we are

WARNING – A person who signs this petition sets opposite his or her signature a date of signing.

	SIGNATURE
1.	
2.	DocuSign Envelope ID: 40...
3.	
4.	
5.	
6.	
7.	
8.	
9.	

SH LATER

OTHER ACTIONS ▾

on circulator on that

in employment, housing, or marital status. Section 10-2 of the Act prohibits discrimination on the basis of race, ethnicity, national origin, and gender

and registered elector, or in violation of the Illinois election law.

DATE OF SIGNING			
MO	DAY	YEAR	
5	6	2020	

CERTIFICATE OF CIRCULATOR

The undersigned circulator of the above petition asserts that he or she is 18 years of age or older and a United States citizen; that each signature on the petition was signed in his or her presence; that he or she has neither caused nor permitted a person to sign the petition more than once and has no knowledge of a person signing the petition more than once; and that, to his or her best knowledge and belief, each signature is the genuine signature of the person who signed it.

CIRCULATOR – Do not sign or date certificate until after circulating petition.

(Signature of Circulator)

(Date)



START

INITIATION OF LEGISLATION

An initiation of legislation to amend Section 103 of the Elliott-Larsen Civil Rights Act, Public Act 453 of 1976, MCL 37.2103. The Act prohibits discrimination in employment, housing, public accommodations, public service, and educational institutions because of religion, race, color, national origin, age, sex, height, weight, familial status, or marital status. Section 103 of the Act does not define “sex” or “religion.” If enacted, the proposed initiated law would for purposes of the Act define “sex” as including gender, sexual orientation, and gender identity or expression; and would define “religion” as including the religious beliefs of an individual.

Full text of the proposal (language that would be added shown in capital letters, deleted struck out with a line):

An initiation of legislation to amend 1976 PA 453, entitled
“Elliott-Larsen civil rights act,”
by amending section 103 (MCL 37.2103), as amended by 1999 PA 202.

The People of the State of Michigan enact:

- Sec. 103. As used in this act:
- (a) “Age” means chronological age except as otherwise provided by law.
 - (b) “Commission” means the civil rights commission established by section 29 of article V of the state constitution of 1963.
 - (c) “Commissioner” means a member of the commission.
 - (d) “Department” means the department of civil rights or its employees.
 - (e) “Familial status” means 1 or more individuals under the age of 18 residing with a parent or other person having custody or in the process of securing legal custody of the individual or individuals or residing with the designee of the parent or other person having or securing custody, with the written permission of the parent or other person. For purposes of this definition, “parent” includes a person who is pregnant.
 - (f) “National origin” includes the national origin of an ancestor.
 - (g) “Person” means an individual, agent, association, corporation, joint apprenticeship committee, joint stock company, labor organization, legal representative, mutual company, partnership, receiver, trust, trustee in bankruptcy, unincorporated organization, the state or a political subdivision of the state or an agency of the state, or any other legal or commercial entity.
 - (h) “Political subdivision” means a county, city, village, township, school district, or special district or authority of the state.
 - (I) “SEX” INCLUDES GENDER, SEXUAL ORIENTATION, AND GENDER IDENTITY OR EXPRESSION.
 - (J) ~~(J)~~ Discrimination because of sex includes sexual harassment. Sexual harassment means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communication of a sexual nature under the following conditions:
 - (i) Submission to the conduct or communication is made a term or condition either explicitly or implicitly to obtain employment, public accommodations or public services, education, or housing.
 - (ii) Submission to or rejection of the conduct or communication by an individual is used as a factor in decisions affecting the individual’s employment, public accommodations or public services, education, or housing.
 - (iii) The conduct or communication has the purpose or effect of substantially interfering with an individual’s employment, public accommodations or public services, education, or housing, or creating an intimidating, hostile, or offensive employment, public accommodations, public services, educational, or housing environment.
 - (K) “RELIGION” INCLUDES THE RELIGIOUS BELIEFS OF AN INDIVIDUAL.



Data sheet
Identify Platform & ID Verification

Reduce cost and risk by enabling signers to verify their identify digitally, anytime, virtually anywhere

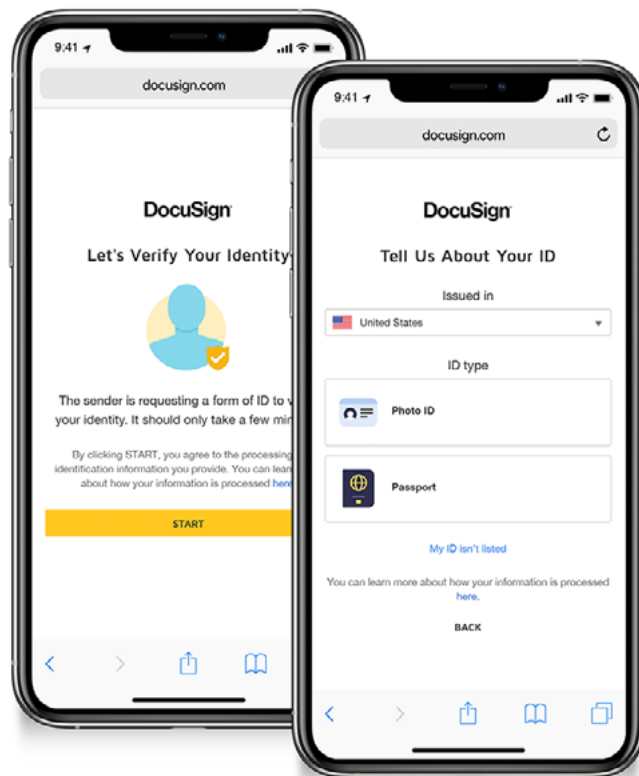
As more sensitive transactions move online, verifying the identity of your signers becomes more critical and more challenging. Identifying your signers helps you to not only protect against fraud, but to also comply with regulations such as Know Your Customer. In some regions, a digital agreement is not legally enforceable without being tied to a strong identification process. Verifying your signers online may be difficult because they may not be physically present, and they expect to sign when it's convenient for them and on their device of choice.

The DocuSign Identify Platform is a plug and play platform that helps you connect your preferred identification method into the agreement process to help you reduce agreement risks for your important agreements globally.

- Powered by robust open APIs, integrate your preferred identification method in the agreement workflow
- Choose from integrating your existing ID verification method, using our ecosystem of trusted partners, or relying on DocuSign's own ID verification products
- Configure branding, the types of accepted IDs per country as well as the type of signature you require from each signer
- Globally applicable with full integration to digital signatures for compliance with signature standards

Automatically verify government issued IDs and European eIDs

ID Verification is the first DocuSign product built on the Identify Platform. DocuSign ID Verification automatically verifies a signer's government issued IDs and European eIDs on practically any device anywhere. It allows signers to select from a list of available ID types based on the signer's selected country – for faster, easier and more secure agreement completion. Digitizing the identification process reduces risk, increases trust and supports legal validity and compliance with regional standards.



Key capabilities

Fully integrated with DocuSign eSignature

Deliver an end-to-end digital agreement experience for faster completion and increased conversion rates compared to manual processes.

Scan and upload government issued identity documents on practically any device

Signers can quickly and easily verify their identity with a passport, drivers' license or national identity card by simply uploading it from their computer or using their mobile device to take a photo of their document.

Algorithmic-based matching of signer name against ID

Reduce fraud by ensuring only the correct individual can view the agreement.

Analysis of identity document machine-readable zone

Reduce errors and ensure document validity with automatic analysis of biometric and alphanumeric data contained within the ID.

Supports online eID schemes

Ensure agreements are legally enforceable and compliant with preferred regional identification processes.

Compliances with eIDAS advanced level signatures

Works seamlessly with DocuSign's digital signature offerings to supports achieving eIDAS compliance at the Advanced signature level.*

* This capability requires an additional purchase of our digital signature add-on.

Use cases

Financial services

Account onboarding
Lease and financing
Loans
Wire Transfers

Insurance

Insurance subscriptions

HR

Policy eDelivery
Onboarding documents

Legal

Customer enrollment

Pharma

Patients forms
Clinical trial onboarding
GxP agreements

ID coverage

Government issued photo IDs

US
UK
France
Germany
Canada

European eID schemes

Sweden BankID Norway
Norway BankID
Finish Trust Network: Finland
NemID: Denmark
iDIN: Netherlands

We are expanding our coverage list continuously, so please contact us for the latest updates.

About DocuSign

DocuSign helps organizations connect and automate how they prepare, sign, act on and manage agreements. As part of the DocuSign Agreement Cloud, DocuSign offers eSignature: the world's #1 way to sign electronically on practically any device, from almost anywhere, at any time. Today, more than 500,000 customers and hundreds of millions of users in over 180 countries use DocuSign to accelerate the process of doing business and to simplify people's lives.

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