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HOUSE BILL No. 6535

September 19, 2006, Introduced by Rep. Huizenga and referred to the Committee on Commerce.

A bill to regulate state private foundations; to prescribe standards for determining the intent of donors to state private foundations; to provide for reporting of financial and other information by state private foundations; to prescribe standards of conduct and administration of state private foundations and to prohibit certain actions; to provide for enforcement, investigation, and promulgation of rules by the attorney general; and to provide remedies for violations.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

Sec. 1. This act shall be known and may be cited as the "charitable foundations accountability act".

Sec. 3. (1) As used in this act:

- 1 (a) "Administrative expenses" means either of the following:
- 2 (i) Except as provided in subparagraph (ii), expenses incurred
- 3 by a state private foundation other than grants for charitable
- 4 purposes.
- 5 (ii) If a state private foundation is a private operating
- 6 foundation for purposes of federal income tax, expenses other than
- 7 grants or expenditures directly related to carrying out the
- 8 foundation's charitable works that qualify the foundation for
- 9 private operating foundation status.
- 10 (b) "Annual report" means the charitable asset consumption
- 11 report required under section 21.
- 12 (c) "Board" means the board of directors or board of trustees
- 13 of a state private foundation and its members.
- 14 (d) "Compensation" means the entire economic benefit given by
- 15 a state private foundation to a fiduciary, employee, or contractor
- 16 for services provided to or on behalf of the state private
- 17 foundation. Compensation includes the fair market value of goods,
- 18 services, facilities, business opportunities, and other things of
- 19 value given to or placed at a person's disposal, including, but not
- 20 limited to, expense accounts, fringe benefits, and other similar
- 21 benefits.
- (e) "Director" and "trustee" have the same meaning.
- 23 (f) "Fiduciary" means any of the following:
- 24 (i) With respect to a trust, foundation, or corporation that is
- 25 not a state private foundation, a person that is subject to
- 26 obligations imposed under this act, under other applicable state or
- 27 federal law, or under the common law of charitable trusts,

- 1 concerning fiduciaries of charitable trusts.
- 2 (ii) With respect to a state private foundation, any of the
- 3 following:
- 4 (A) An officer, director, trustee, or member of a committee
- 5 with board-delegated authority of the state private foundation.
- **6** (B) A person acting on behalf of the state private foundation
- 7 who has the capacity to exert substantial influence over the
- 8 determination whether the foundation awards a grant or grants or to
- 9 make recommendations to final decision makers about those awards.
- 10 (C) A person acting on behalf of the state private foundation
- 11 who has the capacity to exert substantial influence over the
- 12 affairs of the state private foundation.
- 13 (D) A person who participates in decisions of the foundation
- 14 regarding compensation, contracts, or investments in amounts of
- **15** \$75,000.00 or more.
- 16 (E) A person who is a fiduciary of or who is assigned
- 17 fiduciary obligations of due care, loyalty, good faith, or
- 18 obedience for the state private foundation under other applicable
- **19** law.
- 20 (g) "Independent person" means a person who is not an
- 21 interested person or a state disqualified person.
- (h) "Interested person" means either of the following:
- 23 (i) A person under contract to be compensated by or currently
- 24 being compensated by a state private foundation or on behalf of a
- 25 state private foundation for services rendered within the previous
- 26 12 months, whether as a full- or part-time employee, independent
- 27 contractor, or other service provider, excluding any reasonable

- 1 compensation paid to a director or trustee solely for services
- 2 rendered in the capacity of director or trustee.
- 3 (ii) A brother, sister, ancestor, descendant, spouse, brother-
- 4 in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law,
- 5 or father-in-law of a person described in subparagraph (i).
- 6 (i) "Material donor" means a person who contributed an amount
- 7 equal to or greater than 20% of the state private foundation's
- 8 assets in its first year of existence or who, after the first year
- 9 of the state private foundation, contributed an amount of 20% or
- 10 more of the fair market value of the state private foundation's
- 11 assets, as of the date of the gift.
- 12 (j) "Material facts" that must be disclosed to the attorney
- 13 general under section 21 in connection with a transaction involving
- 14 an interested person include, but are not limited to, all of the
- 15 following:
- 16 (i) A description of the services or goods provided to or by
- 17 the state private foundation in the transaction.
- 18 (ii) The price for the services or goods paid or owed by or to
- 19 the state private foundation.
- 20 (iii) The estimated fair market value of the goods or services
- 21 and the method used to estimate fair market value.
- 22 (iv) The benefit the state private foundation receives in the
- 23 transaction.
- (v) Whether the board of the state private foundation approved
- 25 the transaction or whether a committee with board-delegated
- 26 authority approved the transaction.
- 27 (vi) Whether the interested person participated in any fashion

- 1 in any deliberation or vote to approve the transaction.
- (vii) The factual basis of the board's determination to approve
- 3 the transaction.
- 4 (viii) Any disclosures made to the board by the interested
- 5 person concerning the transaction.
- 6 (ix) A description of the steps taken to investigate
- 7 alternative transactions and of any alternatives considered by the
- 8 board or committee and a statement as to why any alternatives
- 9 considered were not adopted.
- 10 (k) "Organization" means a corporation, limited liability
- 11 company, partnership, unincorporated association, or any other
- 12 legal entity.
- 13 (l) "Pattern of giving" means the character, amount, size in
- 14 relation to other gifts, and intended purpose of individual
- 15 charitable gifts made by a donor during the donor's lifetime or
- 16 described in testamentary documents or other documents of the donor
- 17 or made by a state private foundation or other charitable
- 18 organization if the donor agreed or assented to the gift while
- 19 serving as a trustee or officer of that organization.
- 20 (m) "Person" means an individual or an organization.
- 21 (n) Except as provided in subsection (2) or otherwise provided
- 22 in this act, "prohibited transaction" includes any of the
- 23 following:
- 24 (i) Self-dealing, as defined in section 4941 of the internal
- 25 revenue code, 26 USC 4941.
- (ii) A transaction between a state private foundation and a
- 27 state disqualified person, including, but not limited to, accepting

- 1 or participating in the authorization of a loan, lease, or other
- 2 economic benefit by the state private foundation to a state
- 3 disqualified person.
- 4 (iii) A vote that violates a state private foundation's proxy
- 5 voting policy.
- 6 (iv) Voting a proxy in a manner that promotes the personal or
- 7 private interest of a state disqualified person.
- **8** (v) Participating on behalf of a state private foundation in a
- 9 grant determination involving another organization in which the
- 10 participant is a fiduciary or has a substantial interest.
- 11 (vi) Participating on behalf of a state private foundation in
- 12 considering or awarding a contract or other economic benefit to
- 13 another organization in which the participant is a fiduciary or has
- 14 a substantial interest.
- 15 (o) "Restrictions" on a gift means limits or conditions on the
- 16 use of a gift intended by a donor that arise from a donor's express
- 17 statements, a contract or other written instrument, representations
- 18 by a recipient of a charitable gift to induce the gift, a donor's
- 19 pattern of giving, a source recognized under another state or
- 20 federal law, or any other source.
- 21 (p) "State disqualified person" includes any of the following:
- 22 (i) A disqualified person, as that term is defined in section
- 23 4958 of the internal revenue code, 26 USC 4958.
- 24 (ii) An employee who has received economic benefits from or on
- 25 behalf of a state private foundation of more than \$75,000.00 in the
- 26 preceding 12 months or who is contractually entitled to receive
- 27 more than \$75,000.00.

- 1 (iii) A contractor of a state private foundation who receives
- 2 more than \$75,000.00 or whose compensation is tied to the
- 3 foundation's financial performance.
- $\mathbf{4}$ (iv) An organization that is distinct from a state private
- 5 foundation if any of the following are met:
- 6 (A) Any fiduciary of the state private foundation has a
- 7 substantial interest as an owner, stockholder, creditor, or partner
- 8 of that organization or an affiliate of that organization.
- **9** (B) Any fiduciary of the state private foundation serves as
- 10 officer or other employee of that organization or an affiliate of
- 11 that organization.
- 12 (C) Any fiduciary of the state private foundation has received
- 13 or is contractually entitled to receive payments as an independent
- 14 contractor from that organization or an affiliate of that
- 15 organization.
- 16 (v) A person who has substantial authority on behalf of a
- 17 state private foundation to determine whether or not to award a
- 18 grant to a charitable organization or to make a recommendation on a
- 19 grant application to the final decision makers of the foundation.
- 20 (g) "State excess benefit transaction" means a transaction in
- 21 which a state private foundation directly or indirectly provides an
- 22 economic benefit to or for the use of any state disqualified person
- 23 and the value of that economic benefit exceeds the fair market
- 24 value of the goods, services, or other consideration received by
- 25 the state private foundation in exchange for that economic benefit.
- 26 The term does not include a transaction that meets all of the
- 27 following:

- 1 (i) The state private foundation directly provides an economic
- 2 benefit to a state disqualified person in exchange for specific
- 3 goods, services, or other consideration.
- 4 (ii) The value of the economic benefit provided by the state
- 5 private foundation does not exceed the fair market value of the
- 6 specific consideration received by the state private foundation.
- 7 (iii) The state private foundation clearly indicates that it is
- 8 providing the economic benefit in exchange for that specific
- 9 consideration at the time it provides the economic benefit.
- 10 (r) "State private foundation" means a charitable organization
- 11 that is exempt from taxation under section 501 of the internal
- 12 revenue code, 26 USC 501, as a private foundation and meets both of
- 13 the following:
- 14 (i) Is incorporated or otherwise organized, formed, or created
- 15 under the laws of this state or has received gifts from 1 or more
- 16 material donors in this state.
- (ii) At any time during its fiscal year, holds total assets
- 18 whose fair market value is more than \$7,500,000,000.00.
- 19 (s) "State qualifying distribution" means an amount awarded as
- 20 a grant for charitable purposes. The term does not include
- 21 administrative expenses or compensation to a fiduciary of a state
- 22 private foundation.
- 23 (t) "Substantial interest" in an organization means an
- 24 interest as any of the following:
- (i) Partner.
- (ii) Owner of 10% or more of the ownership interests in the
- 27 entity or owner of an ownership interest that has a fair market

- 1 value of more than \$50,000.00.
- 2 (iii) A bondholder or creditor whose interest has a fair market
- **3** value of more than \$50,000.00.
- 4 (iv) An employee or contractor who receives compensation or has
- 5 a contractual right to receive compensation of more than \$50,000.00
- 6 for services rendered in the preceding 12 months.
- (v) A state disqualified person with respect to that
- 8 organization.
- 9 (2) As used in this act, "prohibited transaction" does not
- 10 include any of the following:
- 11 (a) A lawful action of the board or authorized committee of a
- 12 state private foundation fixing reasonable compensation of a
- 13 fiduciary, officer, employee, or contractor.
- 14 (b) A transaction that is part of a public or charitable
- 15 program of the state private foundation if the transaction meets
- 16 both of the following:
- 17 (i) Is approved or authorized by the state private foundation
- 18 in good faith.
- 19 (ii) Results in a benefit to 1 or more state disqualified
- 20 persons solely because the state disqualified person is in the
- 21 class of uncertain and indefinite persons intended to be benefited
- 22 by the public or charitable program.
- 23 (c) A transaction between a state private foundation and a
- 24 state disqualified person of which the state disqualified person
- 25 has no actual knowledge, if the transaction does not exceed
- 26 \$25,000.00 and the state disqualified person does not receive more
- 27 than \$25,000.00 in any 12-month period from the state private

- 1 foundation.
- 2 Sec. 4. (1) This act does not modify the requirements of any
- 3 other statute applicable to charitable trusts, foundations, or
- 4 corporations, including, but not limited to, any of the following:
- **5** (a) 1915 PA 280, MCL 554.351 to 554.353.
- **6** (b) The supervision of trustees for charitable purposes act,
- 7 1961 PA 101, MCL 14.251 to 14.266.
- 8 (c) 1965 PA 169, MCL 450.251 to 450.253.
- **9** (d) The charitable trustees powers act, 1971 PA 78, MCL 14.271
- **10** to 14.287.
- 11 (e) The charitable organizations and solicitations act, 1975
- 12 PA 169, MCL 400.271 to 400.294.
- 13 (f) The uniform management of institutional funds act, 1976 PA
- 14 157, MCL 451.1201 to 451.1210.
- 15 (g) The nonprofit corporation act, 1982 PA 162, MCL 450.2101
- **16** to 450.3192.
- 17 (2) General principles of law and equity applicable to
- 18 charitable trusts, foundations, or corporations supplement the
- 19 provisions of this act.
- 20 (3) A state private foundation shall not adopt articles of
- 21 incorporation or bylaws that contain, or amend its articles or
- 22 bylaws to contain, any provision that is inconsistent with or
- 23 contrary to this act.
- Sec. 5. (1) A state private foundation shall have a board of
- 25 directors or board of trustees. The board is responsible for
- 26 establishing policy, managing the assets, and conducting the
- 27 affairs of the state private foundation.

- 1 (2) The board of a state private foundation shall consist of
- 2 at least 25 individuals. The composition of the board shall meet
- 3 all of the following:
- 4 (a) At most 12 and not more than 49% of the directors are
- 5 interested persons.
- 6 (b) None of the directors serve as fiduciary of an
- 7 organization that meets any of the following:
- 8 (i) Has applied for a grant of more than \$50,000.00 from the
- 9 state private foundation within 1 year preceding the director's
- 10 appointment.
- 11 (ii) Has a grant application requesting more than \$50,000.00
- 12 currently pending with the state private foundation.
- 13 (iii) Has received a grant of more than \$50,000.00 from the
- 14 state private foundation within the 3 years preceding the
- 15 director's appointment.
- 16 (c) At least 5 and not fewer than 20% of the directors are
- 17 currently licensed by the Michigan board of accountancy and not
- 18 more than 40% of those persons are interested persons. The governor
- 19 has the right but not the obligation to select 1 independent
- 20 director in this classification.
- 21 (d) At least 3 and not fewer than 15% of the directors are
- 22 active members of the state bar of Michigan, and not more than 33%
- 23 of those persons are interested persons. The governor has the right
- 24 but not the obligation to select 1 independent director in this
- 25 classification.
- 26 (3) The term of office of a director of a state private
- 27 foundation shall be 4 years or less, and the foundation shall

- 1 stagger the terms so that the terms of at least 6 directors expire
- 2 each year. A state private foundation is not required to shorten
- 3 the term of any director serving on the effective date of this act,
- 4 but the state private foundation shall increase the number of
- 5 directors as necessary to permit the election or appointment of a
- 6 sufficient number of additional directors to satisfy the
- 7 requirements of this section.
- **8** (4) A state private foundation in existence on the effective
- 9 date of this act shall confirm in writing that it is in compliance
- 10 with this section to the attorney general within 90 days after the
- 11 effective date of this act. Beginning in the first calendar year
- 12 after the effective date of this act, each state private foundation
- 13 shall confirm in writing that it is in compliance with this section
- 14 to the attorney general. In addition, a state private foundation
- 15 shall notify the attorney general within 10 days of any
- 16 noncompliance with this section that continues for more than 7
- **17** days.
- 18 (5) The attorney general may petition a court for an
- 19 appropriate order to cure any noncompliance with this section,
- 20 including, but not limited to, an order increasing the number of
- 21 directors or appointing specific individuals to the board to meet
- 22 the requirements of this section.
- 23 Sec. 7. (1) At least 15 and not fewer than 60% of the members
- 24 of the board of a state private foundation, a majority of whom are
- 25 not interested persons, constitute a quorum for a meeting of the
- 26 board.
- 27 (2) The board by majority vote of the directors then in office

- 1 may delegate the management of specific activities of the state
- 2 private foundation to a committee if all of the following are met:
- 3 (a) The committee manages the activities or exercises the
- 4 powers of the state private foundation subject to the authority and
- 5 direction of the board.
- 6 (b) The board requires reports of the activities of each
- 7 committee at least quarterly and reviews and approves or
- 8 disapproves those reports and activities.
- **9** (c) The state private foundation does not engage contractors
- 10 to assist in performing committee functions unless the committee
- 11 approves the engagement and the contractor is the agent of and
- 12 reports to the committee only.
- 13 (3) A state private foundation shall permanently retain
- 14 preparatory materials, agendas, and detailed minutes of meetings of
- 15 the board and any committee with board-delegated powers.
- Sec. 9. (1) A state private foundation shall make
- 17 distributions in a manner consistent with all restrictions and
- 18 conditions on the use of charitable assets intended by donors of
- 19 those assets. A state private foundation's failure to use a donor's
- 20 gift, including appreciation and undistributed income attributable
- 21 to that gift, in conformity with restrictions and conditions
- 22 intended by the donor constitutes a breach of fiduciary by the
- 23 state private foundation, its trustees, and its officers.
- 24 (2) A state private foundation shall not release or otherwise
- 25 modify any restriction or condition on the use of charitable assets
- 26 intended by a donor, unless 1 of the following applies:
- 27 (a) A court of this state issues an order in a proceeding to

- 1 which the state private foundation and attorney general are parties
- 2 releasing or modifying the restriction or condition on the basis of
- 3 or an affirmative demonstration that it is impossible or
- 4 impracticable to comply with the restriction or condition.
- 5 (b) The foundation receives the express, knowing, written,
- 6 personal consent of the donor to release or modify the restriction
- 7 or condition.
- 8 Sec. 11. All of the following rebuttable presumptions of
- 9 intent to restrict or condition the use of a charitable gift to a
- 10 state private foundation apply in any action to enforce, determine,
- 11 release, or modify a restriction or condition on the use of a
- 12 charitable gift intended by a donor:
- 13 (a) It is presumed that a donor intends that all appreciation
- 14 and income attributable to his or her original gift is used
- 15 consistently with any restriction or condition applicable to the
- 16 original gift and in accordance with the donor's intended purposes.
- 17 (b) If a testamentary document or other instrument relating to
- 18 a gift to a state private foundation, or the articles of
- 19 incorporation, articles of association, or other organizational
- 20 document of the state private foundation, does not specify an
- 21 identifiable charitable purpose or purposes for which the
- 22 foundation must use its assets, but instead provides only that the
- 23 foundation's assets be used for broad purposes such as
- 24 philanthropy, charity, welfare, education, religion, or science, it
- 25 is presumed that a material donor intends that the foundation use
- 26 the assets in a manner that is consistent with his or her pattern
- 27 of giving. Clear and convincing evidence of any of the following

- 1 may be introduced in the action to support or rebut the presumption
- 2 described in this subdivision:
- **3** (i) The existence or absence of any established pattern of
- 4 giving by the material donor.
- (ii) Gifts made with the assent of the material donor by the
- 6 state private foundation while the material donor is or was a
- 7 director or has or had the capacity to exert substantial control
- 8 over the grant-making activity of the state private foundation.
- 9 (iii) Express language in a testamentary document or other
- 10 separate gift instrument that establishes an intent to include or
- 11 exclude a specific charitable purpose otherwise present in the
- 12 material donor's pattern of giving.
- 13 (c) It is presumed that each donor intends or intended that
- 14 the state private foundation will use his or her charitable gift
- 15 and proceeds from the investment of that gift for charitable
- 16 purposes and will not unreasonably retain that gift and proceeds
- 17 from the investment of that gift, whether as original principal,
- 18 net appreciation, or undistributed income.
- (d) The presumption described in section 15(3).
- 20 Sec. 15. (1) A state private foundation shall not make any
- 21 expenditure for any administrative purpose unless it is reasonable.
- 22 (2) A state private foundation shall reasonably limit its
- 23 aggregate annual administrative expenses.
- 24 (3) A state private foundation shall not unreasonably amass
- 25 assets, whether as principal, appreciation of principal, or
- 26 undistributed income. For purposes of this subsection, there is a
- 27 rebuttable presumption that state qualifying distributions are

- 1 unreasonable if the state private foundation has made state
- 2 qualifying distributions of less than 7.5% of the average fair
- 3 market value of its assets during the fiscal year.
- 4 Sec. 17. (1) A state private foundation shall not provide
- 5 compensation to any fiduciary or employee unless both of the
- 6 following are met:
- 7 (a) The state private foundation determines that employment of
- 8 the fiduciary or employee is necessary to the accomplishment of the
- 9 state private foundation's charitable purposes.
- 10 (b) The compensation is reasonable in relation to the services
- 11 actually provided by the fiduciary or employee on behalf of the
- 12 state private foundation. Compensation paid for like services by
- 13 other tax-exempt private foundations is a factor in assessing the
- 14 reasonableness of compensation under this subdivision.
- 15 (2) An individual shall not participate in any vote or
- 16 deliberation of the board or any committee regarding that
- 17 individual's compensation.
- 18 (3) A state private foundation shall not award compensation to
- 19 any individual that will exceed \$75,000.00 annually unless it
- 20 complies with all of the following:
- 21 (a) The foundation determines that the employment is necessary
- 22 for the accomplishment of the state private foundation's charitable
- 23 purpose.
- 24 (b) The amount of the compensation is set by a compensation
- 25 committee composed in accordance with this act or by a different
- 26 board committee, other than the finance committee, that meets all
- 27 of the following requirements:

- 1 (i) The committee includes at least 9 individuals who are
- 2 appointed by the board and do not receive any compensation from the
- 3 state private foundation in excess of any compensation received by
- 4 members of the board for service as a director.
- 5 (ii) Except for members serving as independent directors for
- 6 the state private foundation, the committee is composed entirely of
- 7 individuals who have no economic interest or relationship with a
- 8 fiduciary, an interested person, or any separate entity with which
- 9 the fiduciary or interested person has a substantial interest as
- 10 owner, shareholder, or creditor.
- 11 (iii) The committee does not include the president or chief
- 12 executive officer, the treasurer or chief financial officer, or any
- 13 other member of the staff of the foundation.
- 14 (c) A majority of the committee votes to approve the total
- 15 compensation package and votes, separately, to approve base salary
- 16 and to approve any, other compensation or benefits in addition to
- 17 base salary that in the previous complete year contributed or in
- 18 the current year will contribute or is substantially likely to
- 19 contribute either more than \$10,000.00 or more than 5% to the
- 20 individual's compensation. The factors described in this
- 21 subdivision may include, but are not limited to, any of the
- 22 following:
- 23 (i) Incentives based on financial performance, each of which
- 24 must be clearly defined.
- 25 (ii) Deferred compensation.
- 26 (iii) Taxable fringe benefits.
- 27 (iv) Contributions to pension plans or similar retirement

- 1 benefits.
- 2 (v) Any taxable expense that exceeds \$5,000.00.
- (vi) Any type of retention bonus.
- 4 (vii) Base salary.
- 5 (4) A state private foundation's articles of incorporation or
- 6 bylaws must prohibit committee members from disclosing any member's
- 7 vote on any aspect of any compensation agreement to any individual
- 8 not on the committee.
- 9 (5) A state private foundation shall not approve any
- 10 compensation to a contractor who is an interested person with
- 11 regard to the state private foundation, or approve payments of
- 12 \$75,000.00 or more in any fiscal year to any other contractor,
- 13 unless the committee determines that the goods or services provided
- 14 by that contractor are necessary and that the compensation is
- 15 reasonable under the circumstances.
- 16 (6) A consultant or contractor engaged to assist in a state
- 17 private foundation's compensation decisions shall be engaged by and
- 18 report solely to the committee described in this section.
- 19 Sec. 19. (1) A state private foundation shall do the
- 20 following:
- 21 (a) Prepare annual financial statements using generally
- 22 accepted accounting principles that are audited in conformity with
- 23 generally accepted auditing standards by an independent certified
- 24 public accountant licensed or certified by the Michigan board of
- 25 accountancy. For any nonaudit services performed by the accounting
- 26 firm conducting the audit, the accounting firm and its individual
- 27 auditors shall adhere to the standards for auditor independence set

- 1 forth in the latest revision of the government auditing standards
- 2 issued by the comptroller general of the United States. The
- 3 attorney general may prescribe additional standards for auditor
- 4 independence in the performance of nonaudit services, including
- 5 standards different from those set forth in the comptroller
- 6 general's government auditing standards.
- 7 (b) Make its audited financial statements available for
- 8 inspection by the attorney general and by members of the public
- 9 within 9 months after the close of the fiscal year to which the
- 10 statements relate.
- 11 (c) Make its annual audited financial statements available to
- 12 the public in the same manner that is prescribed for IRS form 990
- under section 6104(d) of the internal revenue code, 26 USC 6104,
- 14 and any associated regulations.
- 15 (d) Have an audit committee appointed by the board that meets
- 16 all of the following:
- (i) Has at least 9 members who are appointed by the board and
- 18 do not receive any compensation from the state private foundation
- 19 in excess of any compensation received by members of the board for
- 20 service on the board.
- 21 (ii) Does not include any interested person except for
- 22 independent directors of the state private foundation.
- 23 (iii) Includes at least 3 independent persons who are currently
- 24 licensed or certified by the Michigan board of accountancy and who
- 25 are not state disqualified persons with respect to the state
- 26 private foundation; are not accountants, auditors, or attorneys
- 27 engaged by the foundation within the previous 3 years; and are not

- 1 fiduciaries of the foundation.
- (iv) Includes at least 3 independent members of the state
- 3 private foundation's board.
- $\mathbf{4}$ (v) Is separate from and contains no more than 3 members of
- 5 the finance committee of the state private foundation. An
- 6 individual described in this subparagraph is not eligible to serve
- 7 as chair of either the finance or audit committee.
- 8 (2) The audit committee described in this section is
- 9 responsible for recommending to the board the retention and
- 10 termination of an independent auditor and may negotiate the
- 11 independent auditor's compensation on behalf of the state private
- 12 foundation. The board may reject the audit committee's
- 13 recommendation of an independent auditor under this subsection only
- 14 for good cause. The audit committee shall confer with the auditor
- 15 to satisfy each member of the committee that the financial affairs
- 16 of the state private foundation are in order, shall review and
- 17 determine whether to accept the audit, shall assure that any
- 18 nonaudit services performed by the auditing firm conform with
- 19 standards for auditor independence, and shall approve performance
- 20 of any nonaudit services by the auditing firm.
- 21 (3) A state private foundation shall change its independent
- 22 auditor at least every 5 years and shall not engage a former
- 23 auditor for at least 3 years.
- 24 (4) The audit committee described in this section shall
- 25 establish procedures for accepting and investigating complaints
- 26 from anonymous or identified persons regarding possible violations
- 27 of formal policies of the state private foundation or of violations

- 1 of this act or other applicable law. The audit committee shall
- 2 promptly report apparent violations of the law to appropriate law
- 3 enforcement agencies and to the attorney general.
- 4 (5) For each member of an audit committee described in this
- 5 section, a state private foundation shall within 60 days of the
- 6 commencement of his or her service furnish to the attorney general
- 7 a summary of that individual's experience and training relevant to
- 8 serving on the audit committee.
- 9 Sec. 21. (1) A state private foundation shall annually file a
- 10 charitable asset consumption report with the department of attorney
- 11 general. The state private foundation's report shall include all of
- 12 the following:
- 13 (a) The name and federal employer identification number of the
- 14 foundation.
- 15 (b) A mailing address for the state private foundation's main
- 16 office and for the foundation's registered agent.
- 17 (c) The total fair market value of all of the foundation's
- 18 assets for the most recent completed fiscal year, including the
- 19 highest and average fair market value of those assets during the
- 20 reporting period and the preceding 3 reporting periods.
- 21 (d) The total revenue of the foundation for the reporting
- 22 year, as reported in the foundation's internal revenue service form
- 23 990-PF.
- 24 (e) The foundation's total distributions for the preceding
- 25 reporting period on a cash basis, including, but not limited to,
- 26 any federal and state qualifying distributions.
- 27 (f) Any information required by this act concerning material

- 1 donors, including, but not limited to, the following information:
- 2 (i) A description of the general pattern of giving of each
- 3 material donor.
- 4 (ii) A detailed schedule supporting the state private
- 5 foundation's compliance in the preceding year with each material
- 6 donor's restrictions on use of charitable gifts, including, but not
- 7 limited to, the foundation's uses of appreciation and income.
- **8** (q) A list and classification of all directors of the
- 9 foundation that demonstrate the foundation's compliance with
- 10 section 7.
- 11 (h) A separate schedule listing each director and officer of
- 12 the foundation and any other employee of the foundation who
- 13 receives more than \$75,000.00 in annual compensation. The schedule
- 14 shall include all of the following for each individual listed:
- 15 (i) His or her name.
- 16 (ii) His or her city, village, or township; state or province;
- 17 and country of residence.
- 18 (iii) Each other organization of which he or she serves as
- **19** fiduciary.
- (iv) Any payments he or she accepted during the reporting
- 21 period from any charitable organization for speaking, consulting,
- 22 or performing any other service.
- 23 (i) The state private foundation's total administrative
- 24 expenses for the last year as reported in the foundation's internal
- 25 revenue service form 990-PF.
- 26 (j) For each director and officer of the foundation, and for
- 27 each employee and contractor receiving compensation of more than

- 1 \$75,000.00, a schedule of all payments made by or on behalf of the
- 2 state private foundation to that director, officer, employee, or
- 3 contractor that includes all of the following:
- 4 (i) The name of the director, officer, employee, or contractor.
- 5 (ii) The total compensation paid to that person.
- 6 (iii) The person's base compensation, if applicable.
- 7 (iv) A description of any reimbursement paid to the person for
- 8 travel or other expenses.
- 9 (v) Deferred compensation or any other accrued economic
- 10 benefit paid or payable to the person.
- 11 (vi) Any other payment or compensation paid to the person,
- 12 including, but not limited to, bonuses, incentive payments, or
- 13 unpaid loans.
- 14 (k) A schedule that describes any grants or distributions to
- 15 charitable organizations by the state private foundation,
- 16 classified by the charitable purpose and interest primarily
- 17 benefiting from each grant, and including the geographic location
- 18 by state and country of expected charitable and noncharitable
- 19 economic benefits.
- 20 (1) A schedule of any transactions between the state private
- 21 foundation and any interested person that includes the material
- 22 facts associated with each transaction.
- 23 (m) A schedule of each organization whose activities receive
- 24 more than 50% of their total funding from or are substantially
- 25 controlled by the state private foundation.
- 26 (2) A state private foundation shall file its annual report
- 27 and any other reports and information required under this act by

- 1 July 15 of each year if its books are maintained on a calendar year
- 2 basis, or by the fifteenth day of the seventh month following the
- 3 close of its fiscal year if its books are maintained on a fiscal
- 4 year basis. However, if a state private foundation has received an
- 5 extension from the internal revenue service for the filing of its
- 6 internal revenue service form 990-PF for the reporting year, the
- 7 state private foundation may obtain an extension from the
- 8 department of attorney general to file any information required
- 9 under this act that is derived from that internal revenue service
- 10 form. A state private foundation may receive only 1 extension under
- 11 this subsection for a reporting year.
- 12 (3) Each individual who served as a director or officer of a
- 13 state private foundation during the reporting period for the annual
- 14 report shall certify that he or she has read all parts of the
- 15 report and shall affirm that, to the best of his or her knowledge
- 16 after reasonably diligent inquiry, the information in the annual
- 17 report is complete and accurate.
- 18 (4) If requested by the attorney general, a state private
- 19 foundation shall furnish additional information and documentation
- 20 to the attorney general, including, but not limited to, any of the
- 21 following:
- 22 (a) Minutes or records of the board or any committee related
- 23 to specific actions or decisions.
- 24 (b) Correspondence to and from the internal revenue service or
- 25 any other federal, state, local, foreign, or international law
- 26 enforcement agency.
- (c) Records relating to handling and consideration of grant

- 1 applications.
- 2 (5) A state private foundation may request confidential
- 3 treatment of any information provided under subsection (4) and the
- 4 attorney general may grant the request if the foundation
- 5 demonstrates that release of the information would cause the
- 6 foundation harm, would imperil the safety or privacy of employees
- 7 of the foundation or others, or would embarrass innocent parties
- 8 for reasons unrelated to operation of the foundation. A state
- 9 private foundation requesting confidential treatment of an entire
- 10 document or a compilation of information under this subsection must
- 11 demonstrate that specific information in the document or
- 12 compilation is confidential or, if seeking protection of an entire
- 13 document, that redaction of names or other sensitive information
- 14 does not adequately protect the interest in question.
- Sec. 23. (1) A state private foundation shall make any
- 16 information necessary to apply for any grant consistent with the
- 17 state private foundation's charitable purpose that the state
- 18 private foundation anticipates awarding during the foundation's
- 19 annual application period readily available and accessible to the
- 20 public.
- 21 (2) A state private foundation shall provide a copy of the
- 22 information required in subsection (1) to the attorney general
- 23 annually and shall provide any information related to particular or
- 24 specific programs or goals for which the state private foundation
- 25 will be seeking applications during that year.
- 26 (3) A state private foundation shall retain a copy of each
- 27 approved and disapproved grant application, and any supporting

- 1 memoranda and other writings related to the determination on the
- 2 application, for at least 5 years and make those documents
- 3 available to the department of attorney general on request.
- 4 (4) If a state private foundation disapproves all or any part
- 5 of a grant application, the foundation shall provide the grant
- 6 applicant with a summary of the basis for disapproving the grant
- 7 application within 30 days after the foundation's disapproval.
- 8 Sec. 25. (1) A state private foundation shall not do any of
- 9 the following without first obtaining an order from a probate court
- 10 of this state approving of that action:
- 11 (a) Make a distribution or engage in a transfer of assets for
- 12 a purpose other than a proper charitable purpose or to avoid
- 13 complying with this act or other state law.
- 14 (b) Move or title substantial assets of the foundation out of
- 15 this state.
- 16 (c) Relocate the principal place of business of the foundation
- 17 out of state.
- 18 (d) Make a distribution, grant, or transfer of assets in any
- 19 fiscal year if the total value of those assets exceeds 10% of the
- 20 fair market value of the foundation's assets.
- 21 (2) After investigation, the attorney general may stipulate to
- 22 the entry of an appropriate order by a probate court under
- 23 subsection (1).
- 24 (3) Whether or not an action described in subsection (1) is
- 25 contested, the court must affirmatively find that the action is in
- 26 the best interest of the public and consistent with all
- 27 restrictions and conditions intended by donors, and that the state

- 1 private foundation provided notice to the attorney general at least
- 2 45 days before any hearing related to the action, or within any
- 3 shorter period to which the attorney general agreed in writing.
- 4 Sec. 27. (1) A state private foundation shall pay an annual
- 5 oversight fee to this state. The amount of the oversight fee is an
- 6 amount equal to the attorney general's actual costs and expenses
- 7 for reviewing, monitoring, and ensuring and verifying compliance by
- 8 the state private foundation with this act and any other legal
- 9 requirements, or \$50,000.00, whichever is higher.
- 10 (2) Fees collected under this section shall be credited to the
- 11 general fund of the state to be appropriated by the legislature to
- 12 the department of attorney general for the oversight activities
- 13 described in subsection (1).
- Sec. 29. (1) Each fiduciary or contractor who is a state
- 15 disqualified person of a state private foundation owes a heightened
- 16 duty of loyalty to the foundation and is required to subordinate
- 17 his or her personal interests and those of his or her friends,
- 18 business associates, family members, and any other organization to
- 19 the interests and legal obligations of the foundation.
- 20 (2) A fiduciary or contractor who is a state disqualified
- 21 person of a state private foundation shall not participate in a
- 22 prohibited transaction with the state private foundation.
- 23 (3) A state disqualified person shall not participate in a
- 24 state excess benefit transaction.
- 25 (4) Each state private foundation shall adopt a conflict of
- 26 interest policy for state disqualified persons. All of the
- 27 following apply to the policy:

- 1 (a) The policy shall prohibit a state disqualified person from
- 2 engaging in any prohibited transactions as defined in this act and
- 3 may add additional prohibitions or requirements that are binding on
- 4 all state disqualified persons or fiduciaries of the foundation.
- 5 (b) The policy shall contain a statement that a violation of
- 6 the policy constitutes a breach of fiduciary duty to the state
- 7 private foundation and may subject a person to legal or equitable
- 8 relief, including, but not limited to, an order for restitution of
- 9 benefits, disgorgement of profits, damages to the organization
- 10 arising from diverted income, removal from office of the state
- 11 disqualified person and any individual who materially supported the
- 12 transaction, and fines as provided in this act.
- 13 (c) A state private foundation shall annually submit a copy of
- 14 its conflict of interest policy for state disqualified persons to
- 15 the attorney general with its annual report. The state private
- 16 foundation shall certify that each state disqualified person of the
- 17 foundation, including, but not limited to, each member of any
- 18 executive, management, audit, or grant committee, has received a
- 19 copy of the policy and has provided the foundation written
- 20 acknowledgement of the provisions of the policy.
- 21 (d) In addition to subdivision (c), each state private
- 22 foundation in existence on the effective date of this act shall
- 23 within 90 days after the effective date of this act submit a copy
- 24 of its conflict of interest policy to the attorney general, signed
- 25 by each state disqualified person in the manner described in
- 26 subdivision (c).
- 27 (5) Each state private foundation and each state disqualified

- 1 person of the foundation are jointly responsible for providing to
- 2 the attorney general an annual report for each state disqualified
- 3 person. Each state disqualified person and an officer on behalf of
- 4 the foundation shall sign the report under penalty of perjury. The
- 5 report shall recite all of the following:
- 6 (a) That the state private foundation has not and will not
- 7 indemnify any state disqualified person for expenses related to
- 8 complying with or violating this section.
- **9** (b) That each state disqualified person is protected under the
- 10 provisions of section 37.
- 11 (c) A statement that any fiduciary may commence an action to
- 12 compel the foundation's or a state disqualified person's compliance
- 13 with this section.
- 14 (d) A statement that any fiduciary is jointly and severally
- 15 liable to the foundation for any relief if that person does any of
- 16 the following:
- 17 (i) Authorizes or votes to permit a transaction in violation of
- 18 this section, including a violation of the conflict of interest
- 19 policy.
- 20 (ii) If the person is related to a state disqualified person,
- 21 receives any benefit from the foundation.
- (e) A statement that a fiduciary or state disqualified person
- 23 may petition a probate court of this state for a declaratory ruling
- 24 regarding the legality of a particular proposed transaction. A
- 25 fiduciary or state disqualified person must serve a petition
- 26 described in this subdivision on the attorney general at least 21
- 27 days before any hearing on the petition. However, the court for

- 1 good cause shown may permit service by hand delivery at least 7
- 2 days before the hearing.
- **3** (f) A statement that the fiduciary or state disqualified
- 4 person was not involved in, and that no fiduciary is aware of, any
- 5 transaction during the reporting period that violated this section,
- 6 or a statement that describes in detail each transaction in
- 7 violation of this section.
- 8 Sec. 31. (1) A fiduciary of a state private foundation shall
- 9 exercise due diligence and actively participate in performing all
- 10 activities and functions assigned to that fiduciary under state or
- 11 federal law or by the state private foundation.
- 12 (2) A fiduciary shall be obedient to the charitable purpose or
- 13 purposes of the state private foundation and the restrictions and
- 14 conditions intended by donors and be familiar with and obey
- 15 applicable state and federal laws.
- 16 Sec. 32. (1) The attorney general may inspect and copy any of
- 17 the books and records of a state private foundation during normal
- 18 business hours and at any other reasonable time and may investigate
- 19 the operations, transactions, and activities of a state private
- 20 foundation.
- 21 (2) The attorney general may require an individual to appear
- 22 at a time and place specified by the attorney general to give
- 23 information under oath and to produce books and records in
- 24 possession of the person ordered to appear, including a custodian
- 25 of records of the state private foundation or another individual
- 26 with knowledge of the contents of any books and records requested
- 27 by the attorney general. An assistant attorney general or another

- 1 person designated by the attorney general may conduct the
- 2 examination and may administer the necessary oath or affirmation to
- 3 the witness.
- 4 (3) If the attorney general requires the attendance of a
- 5 person or the production of documents under subsection (2), the
- 6 attorney general shall issue an order that includes the time when
- 7 and the place where attendance or production is required and shall
- 8 serve the order on the individual, in the manner provided for
- 9 service of process in civil cases, at least 5 days before the date
- 10 fixed for attendance or production. The order has the same force
- 11 and effect as a subpoena.
- 12 (4) On application of the attorney general, any court having
- 13 jurisdiction over the individual or the state private foundation,
- 14 including the circuit and probate courts for the county of Ingham
- 15 and the circuit and probate courts for the counties where the state
- 16 private foundation's office or resident agent is located or the
- 17 person to whom the order is directed resides or is found, shall
- 18 enforce an order issued by the attorney general under subsection
- 19 (3) in the same manner as a subpoena and may issue an order
- 20 requiring the person to appear before the court, to produce
- 21 documentary evidence, or to give testimony concerning the matter in
- 22 question. Failure to obey the order of the court is punishable by
- 23 that court as contempt.
- Sec. 33. (1) The attorney general or a fiduciary of a state
- 25 private foundation may commence an action against the state private
- 26 foundation to determine or to enforce compliance with any
- 27 restriction or condition on the use of a charitable gift intended

- 1 by a donor. If the court finds that the state private foundation
- 2 violated any restrictions or conditions intended by the donor, the
- 3 court shall issue an appropriate order that may include any of the
- 4 following:
- 5 (a) If the court finds that the state private foundation has
- 6 made 1 or more expenditures in violation of a restriction or
- 7 condition intended by a donor, ordering the state private
- 8 foundation to deposit an amount equivalent to the total amount of
- 9 distributions and related expenses attributable to the
- 10 nonconforming expenditure, with interest, in a segregated account
- 11 with the court or with a financial institution approved by and
- 12 subject to the jurisdiction of the court. Any money deposited in
- 13 the segregated account shall be held exclusively for charitable
- 14 distributions and distributed pursuant to court order in a manner
- 15 consistent with the donor's intended restrictions and conditions.
- 16 (b) If the court finds an unreasonable retention or amassing
- 17 of assets by the state private foundation, ordering the state
- 18 private foundation to deposit sufficient funds in a segregated
- 19 account with the court or with a financial institution approved by
- 20 and subject to the jurisdiction of the court to avoid unreasonable
- 21 retention or amassing. Any money deposited in the segregated
- 22 account shall be held exclusively for charitable distributions and
- 23 distributed pursuant to court order in a manner consistent with the
- 24 donor's intended restrictions and conditions.
- 25 (c) If the court finds a knowing or protracted failure to
- 26 honor restrictions or conditions, dissolution of the state private
- 27 foundation or other appropriate relief.

- 1 (d) Other appropriate additional or alternative relief,
- 2 including declaratory or injunctive or other equitable relief, to
- 3 ensure that the state private foundation and each fiduciary comply
- 4 with any restriction or condition intended by a donor or to prevent
- 5 future violations of this act.
- 6 (2) In addition to an action described in subsection (1), the
- 7 attorney general may commence any other appropriate action against
- 8 any of the following to ensure compliance with this act:
- **9** (a) A state private foundation.
- 10 (b) One or more of the fiduciaries of a state private
- 11 foundation.
- 12 (3) In an action described in subsection (2), the attorney
- 13 general may request appropriate declaratory, legal, or equitable
- 14 relief, including, but not limited to, any of the following:
- 15 (a) If a prohibited transaction is alleged, a request for full
- 16 restitution, including interest, profits, lost income or
- 17 appreciation, and fair use of any property wrongly received.
- 18 (b) An award of exemplary damages for a knowing violation of
- 19 this act.
- 20 (c) A civil fine of \$10,000.00, or 50% of the value of the
- 21 benefit received, whichever is greater, for a fraudulent or
- 22 malicious violation.
- 23 (4) The attorney general may commence an action described in
- 24 this section in either a probate or circuit court of this state,
- 25 which shall have concurrent jurisdiction over state private
- 26 foundations and the fiduciaries of state private foundations who
- 27 are subject to this act.

- 1 (5) A state private foundation or a fiduciary of the
- 2 foundation may commence an appropriate action in a probate court of
- 3 this state in the name of the state private foundation against the
- 4 state private foundation or 1 or more fiduciaries to ensure
- 5 compliance with this act's requirements.
- 6 (6) In an action described in this section, venue is proper in
- 7 any of the following counties:
- 8 (a) In any action commenced by the attorney general, in Ingham
- 9 county.
- 10 (b) In an action commenced by the attorney general or by a
- 11 state private foundation or a fiduciary of the state private
- 12 foundation against the state private foundation or 1 or more
- 13 fiduciaries, in the county where any defendant resides; where the
- 14 state private foundation maintains its primary place of business;
- 15 or, if no defendant resides in this state, in Ingham county.
- 16 (7) If the attorney general prevails in whole or in part in an
- 17 action described in this section, the attorney general is entitled
- 18 to recover reasonable costs and expenses associated with the
- 19 enforcement of this act and any other statutes governing charitable
- 20 organizations under which the attorney general has enforcement or
- 21 administrative authority. As used in this subsection and subsection
- 22 (8), "reasonable costs and expenses" includes actual expenses and
- 23 the reasonable value of administrative, auditor, accountant,
- 24 attorney, and other expert services, whether performed by employees
- 25 or independent contractors of the attorney general.
- 26 (8) A settlement agreement in an action described in this
- 27 section to which the attorney general and a state private

- 1 foundation are parties may contain any provisions, including the
- 2 payment of the attorney general's reasonable costs and expenses,
- 3 that are negotiated in good faith and are just and reasonable under
- 4 the circumstances. A provision of a settlement agreement requiring
- 5 confidential treatment of any or all terms of the agreement is
- 6 presumed to be unreasonable, and the state private foundation has
- 7 the burden of establishing by clear and convincing evidence that
- 8 the information for which confidential treatment is sought should
- 9 be treated as confidential under this section or any other
- 10 applicable law or court rule. The court shall approve a settlement
- 11 agreement described in this subsection if it appears to have been
- 12 reached in good faith and its effects are just and reasonable under
- 13 all of the relevant facts and circumstances.
- 14 (9) The attorney general is a necessary and indispensable
- 15 party to any action arising in whole or in part under this act,
- 16 including, but not limited to, an action to enforce, determine,
- 17 release, or modify a restriction or condition on the use of a
- 18 charitable gift intended by a donor. A court shall not issue an
- 19 order granting relief under this act unless the attorney general
- 20 has appeared as a party to the action or has waived his or her
- 21 right to participate in the action in writing, and the attorney
- 22 general has received notice and copies of all documents filed with
- 23 the court at least 21 days before any hearing. If the attorney
- 24 general appears in an action arising under this act, the court
- 25 shall adjourn any hearing in that action for at least 21 days if
- 26 the attorney general requests an adjournment to review the
- 27 proceedings and documents filed with the court. The court shall

- 1 liberally grant reasonable additional requests for adjournment by
- 2 the attorney general if requested to review the matter before the
- 3 court.
- 4 (10) Any order issued without full compliance with this
- 5 section may be set aside at the request of the attorney general.
- 6 (11) The attorney general may require transfer of any action
- 7 arising in whole or in part under this act to any court in which
- 8 jurisdiction and venue for an action initiated by the attorney
- 9 general under this act is proper.
- 10 (12) An action commenced under this section may be tried with
- 11 or without a jury.
- 12 (13) The attorney general's remedies under this act are
- 13 cumulative and do not affect any other cause of action or remedy
- 14 provided by law or equity.
- Sec. 37. (1) A state private foundation or an officer,
- 16 employee, contractor, subcontractor, or agent of a state private
- 17 foundation shall not discharge, demote, suspend, threaten, harass,
- 18 or in any other manner discriminate against an employee of a state
- 19 private foundation in the terms and conditions of that employee's
- 20 employment because the employee lawfully does any of the following:
- 21 (a) Provides information, causes information to be provided,
- 22 or otherwise assists in an investigation regarding any conduct that
- 23 the employee reasonably believes constitutes a violation of this
- 24 act or other state law concerning charitable trusts, when the
- 25 information or assistance is provided to or the investigation is
- 26 conducted by any of the following:
- (i) The attorney general or another state regulatory or law

- 1 enforcement agency.
- 2 (ii) An individual with supervisory authority over the employee
- 3 or any other individual working for the foundation who has the
- 4 authority to investigate, discover, or terminate an employee for
- 5 misconduct.
- 6 (b) Files, causes to be filed, testifies, participates in, or
- 7 otherwise assists in a proceeding filed or about to be filed
- 8 relating to an alleged violation of this act or other state law
- 9 concerning charitable trusts, if the foundation has any knowledge
- 10 of that proceeding.
- 11 (2) The employee or the attorney general may bring an action
- 12 in a probate or circuit court to obtain appropriate relief to
- 13 completely compensate an employee of a state private foundation who
- 14 has suffered a violation of this section, including, but not
- 15 limited to, any of the following:
- 16 (a) Reinstatement of the employee with the same seniority
- 17 status that the employee would have had if the violation had not
- 18 occurred.
- 19 (b) Back pay for the employee and interest as determined by
- 20 the court.
- (c) Compensation for any special damages sustained as a result
- 22 of the violation, including, but not limited to, litigation costs,
- 23 expert witness fees, and reasonable attorney fees.
- 24 (3) If the attorney general brings an action described in
- 25 subsection (2) against a state private foundation, the attorney
- 26 general may request a civil fine of not more than \$100,000.00 for
- 27 each violation of this section, in addition to the relief described

- 1 in subsection (2).
- 2 (4) If an employee brings an action described in subsection
- 3 (2) against a state private foundation, the employee may request a
- 4 civil fine of not more than \$10,000.00 for each violation of this
- 5 section, in addition to the relief described in subsection (2).
- 6 (5) An action described in subsection (2) shall be commenced
- 7 within 180 days after the date on which the violation occurs.
- 8 (6) This section shall not be considered to diminish any
- 9 rights, privileges, or remedies of any employee under any federal
- 10 or state law or under any collective bargaining agreement.
- 11 Sec. 39. The attorney general may promulgate rules under the
- 12 administrative procedures act of 1969, 1969 PA 306, MCL 24.201 to
- 13 24.328, as necessary to implement and administer this act and may
- 14 create and disseminate standard forms for use in reporting
- 15 information required by this act.

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