

# HOUSE BILL NO. 4581

March 24, 2021, Introduced by Reps. Cavanagh, Steckloff, Morse, Puri, Aiyash, Camilleri, Breen, Cherry, Brixie, Peterson, Anthony, Young, Clemente, Stone, Sowerby, Pohutsky, Kuppa, O'Neal, Thanedar, Brabec, Hope, Neeley, Weiss, Brenda Carter, Haadsma, Sabo, Garza, Tyrone Carter, Scott, Hood, Koleszar, Ellison, Manoogian, Bolden, Shannon, Witwer, Lasinski and Jones and referred to the Committee on Workforce, Trades, and Talent.

A bill to amend 1976 PA 453, entitled  
"Elliott-Larsen civil rights act,"  
by amending section 602 (MCL 37.2602), as amended by 1992 PA 258,  
and by adding section 202b.

## THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1       Sec. 202b. (1) An employer that employs 50 or more individuals  
2 at any time during the calendar year at a single work site in this  
3 state shall inform employees of, and keep posted at the work site  
4 in a conspicuous place where employees may conveniently read it, a

1 notice that includes all of the following information:

2 (a) A statement that it is illegal under federal law to pay  
3 employees different wages for the same work based solely on race,  
4 color, religion, sex, national origin, age, genetic information, or  
5 disability.

6 (b) A statement that it is illegal under the law of this state  
7 to pay employees different wages for the same work based solely on  
8 religion, race, color, national origin, age, sex, height, weight,  
9 or marital status.

10 (c) A statement that an employee who believes his or her  
11 employer has violated the law requiring equal pay may contact the  
12 Michigan department of civil rights.

13 (d) The telephone number of the telephone line required under  
14 section 602(g) and the internet address of the website required  
15 under section 602(h).

16 (2) The notice under subsection (1) must be in a form approved  
17 by the department. The department may include additional  
18 information in the notice regarding the rights of employees under  
19 the law of this state.

20 (3) An employer that violates this section may be ordered to  
21 pay a civil fine of not more than \$100.00.

22 Sec. 602. The department shall:

23 (a) Be responsible to the executive director, who ~~shall be~~ **is**  
24 the principal executive officer of the department and ~~shall be~~ **is**  
25 responsible for executing the policies of the commission.

26 (b) Appoint necessary employees and agents and fix their  
27 compensation in accordance with civil service rules. The attorney  
28 general shall appear for and represent the department or the  
29 commission in a court having jurisdiction of a matter under this

1 act.

2 (c) Receive, initiate, investigate, conciliate, adjust,  
3 dispose of, issue charges, and hold hearings on complaints alleging  
4 a violation of this act, and approve or disapprove plans to correct  
5 past discriminatory practices which have caused or resulted in a  
6 denial of equal opportunity with respect to groups or persons  
7 protected by this act.

8 (d) Require answers to interrogatories; ~~and~~ order the submission  
9 of books, papers, records, and other materials pertinent to a  
10 complaint; ~~and~~ require the attendance of witnesses; ~~and~~ administer  
11 oaths; ~~and~~ take testimony; ~~and~~ compel, through court authorization,  
12 compliance with its orders or an order of the commission.

13 (e) Cooperate or contract with persons and state, local, and  
14 other agencies, both public and private, including agencies of the  
15 federal government and of other states.

16 (f) Monitor the awarding and execution of contracts to ensure  
17 compliance by a contractor or a subcontractor with a covenant  
18 entered into or to be entered into pursuant to section 209.

19 **(g) Maintain a telephone line exclusively for reporting**  
20 **violations of this act that allows for anonymous reporting.**

21 **(h) Maintain a public website that includes all of the**  
22 **following:**

23 **(i) Information about rights under this act.**

24 **(ii) A link to an easy-to-use form for electronic reporting of**  
25 **a violation of this act that allows for anonymous reporting.**

26 **(iii) Prominent display of the telephone number of the telephone**  
27 **line required under subdivision (g).**

28 Enacting section 1. This amendatory act takes effect 90 days  
29 after the date it is enacted into law.