

HOUSE BILL NO. 4586

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

A bill to amend 2018 PA 337, entitled
"Improved workforce opportunity wage act,"
by amending sections 9 and 13 (MCL 408.939 and 408.943).

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

- 1 Sec. 9. (1) If an employer violates this act, the employee
- 2 affected by the violation, at any time within 3 years, may do any
- 3 of the following:
- 4 (a) Bring a civil action for the recovery of the difference
- 5 between the amount paid and the amount that, but for the violation,

1 would have been paid the employee under this act and an equal
2 additional amount as liquidated damages together with costs and
3 reasonable attorney fees as are allowed by the court.

4 (b) File a claim with the commissioner who shall investigate
5 the claim.

6 (2) If the commissioner determines there is reasonable cause
7 to believe that the employer has violated this act and the
8 commissioner is subsequently unable to obtain voluntary compliance
9 by the employer within a reasonable period of time, the
10 commissioner shall bring a civil action under subsection (1)(a).
11 The commissioner may investigate and ~~file~~**bring** a civil action
12 under subsection (1)(a) on behalf of all employees of that employer
13 who are similarly situated at the same work site and who have not
14 brought a civil action under subsection (1)(a). A contract or
15 agreement between the employer and the employee or any acceptance
16 of a lesser wage by the employee is not a bar to the action.

17 (3) In addition to bearing liability for civil remedies
18 described in this section, an employer who fails to pay the minimum
19 hourly wage in violation of this act, or who violates a provision
20 of section 4a governing an employee's compensatory time, is subject
21 to a civil fine of not more than \$1,000.00.

22 **(4) An employer who violates section 13 is subject to an**
23 **action to enforce rights and remedies under the Elliott-Larsen**
24 **civil rights act, 1976 PA 453, MCL 37.2101 to 37.2804, in addition**
25 **to any other liability for civil remedies and fines under this**
26 **section.**

27 Sec. 13. (1) An employer having employees subject to this act
28 shall not discriminate between employees ~~within an establishment on~~
29 the basis of **religion, race, color, national origin, age, sex,**

1 **height, weight, or marital status** by paying wages to employees ~~in~~
2 ~~the establishment~~ at a rate less than the rate at which the
3 employer pays wages to employees ~~of the opposite of another~~
4 **religion, race, color, national origin, age, sex, height, weight,**
5 **or marital status** for ~~equal~~ work on jobs, the performance of which
6 requires ~~equal~~ **equivalent** skill, effort, and responsibility and
7 that is performed under ~~similar~~ **comparable** working conditions,
8 except if the payment is made under 1 or more of the following:

9 (a) A seniority system.

10 (b) A merit system.

11 (c) A system that measures earnings by quantity or quality of
12 production.

13 (d) A differential based on a ~~factor other than bona fide,~~
14 **job-related factor, such as job-related education, training,**
15 **experience, or market conditions, and not on religion, race, color,**
16 **national origin, age, sex, height, weight, or marital status.**

17 (2) An employer that is paying a wage differential in
18 violation of this section shall not reduce the wage rate of an
19 employee to comply with this section.

20 (3) For purposes of administration and enforcement, any amount
21 owing to an employee that has been withheld in violation of this
22 section is considered unpaid minimum wages under this act.

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