

# HOUSE BILL No. 4486

April 21, 2015, Introduced by Reps. Love, Sarah Roberts, Derek Miller, Liberati, Darany, Faris, Chang, Plawecki, Pagan, Smiley, Greig, Chirkun, Durhal, Hovey-Wright, Gay-Dagnogo, Banks, Geiss, Moss, Irwin, Cochran, Townsend, Zemke, Hoadley, Brunner, Brinks, Dillon, LaVoy, Garrett, Wittenberg, Guerra, Driskell and Singh and referred to the Committee on Commerce and Trade.

A bill to amend 1976 PA 453, entitled "Elliott-Larsen civil rights act," (MCL 37.2101 to 37.2804) by adding section 202b.

**THE PEOPLE OF THE STATE OF MICHIGAN ENACT:**

1           **SEC. 202B. (1) THE COMMISSION ON PAY EQUITY IS CREATED IN THE**  
2 **DEPARTMENT OF CIVIL RIGHTS.**

3           **(2) THE COMMISSION IS COMPOSED OF THE FOLLOWING MEMBERS:**

4           **(A) THE DIRECTOR OF THE DEPARTMENT OF CIVIL RIGHTS OR HIS OR**  
5 **HER DESIGNEE.**

6           **(B) THE DIRECTOR OF THE MICHIGAN ECONOMIC DEVELOPMENT**  
7 **CORPORATION OR HIS OR HER DESIGNEE.**

8           **(C) THE FOLLOWING MEMBERS APPOINTED BY THE GOVERNOR:**

9           **(i) A REPRESENTATIVE OF THE MICHIGAN WOMEN'S COMMISSION.**

10           **(ii) A REPRESENTATIVE OF THE MICHIGAN CHAMBER OF COMMERCE.**

11           **(iii) A REPRESENTATIVE OF THE MICHIGAN STATE AFL-CIO.**

1 (iv) A REPRESENTATIVE OF THE UNITED AUTO WORKERS.

2 (v) A REPRESENTATIVE OF THE SMALL BUSINESS ASSOCIATION OF  
3 MICHIGAN.

4 (vi) A REPRESENTATIVE OF THE NATIONAL ORGANIZATION FOR WOMEN,  
5 MICHIGAN.

6 (vii) A REPRESENTATIVE OF THE MICHIGAN WOMEN'S STUDIES  
7 ASSOCIATION.

8 (viii) A REPRESENTATIVE OF THE MICHIGAN FARM BUREAU.

9 (3) THE DIRECTOR OF THE DEPARTMENT OF CIVIL RIGHTS OR HIS OR  
10 HER DESIGNEE SHALL SERVE AS THE CHAIRPERSON OF THE COMMISSION ON  
11 PAY EQUITY AND SHALL CONVENE THE MEETINGS OF THE COMMISSION, SET  
12 THE AGENDA FOR ALL MEETINGS, AND PREPARE ALL MINUTES AND REPORTS OF  
13 THE WORK OF THE COMMISSION.

14 (4) THE COMMISSION ON PAY EQUITY SHALL DEVELOP DEFINITIONS OF  
15 COMPARABLE WAGES, USING THE CRITERIA OF COMPOSITE SKILLS,  
16 RESPONSIBILITY, EFFORT, EDUCATION OR TRAINING, AND WORKING  
17 CONDITIONS. THE COMMISSION SHALL HOLD MEETINGS AND HEARINGS AS  
18 NECESSARY TO DEVELOP DEFINITIONS, MODELS, AND GUIDELINES FOR  
19 EMPLOYERS AND EMPLOYEES ON PAY EQUITY AND TO FULFILL ITS OTHER  
20 DUTIES.

21 (5) THE COMMISSION ON PAY EQUITY SHALL PRESENT ITS FINDINGS  
22 AND RECOMMENDATIONS TO THE SECRETARY OF THE SENATE AND THE CLERK OF  
23 THE HOUSE OF REPRESENTATIVES, THE GOVERNOR, AND THE PUBLIC BY A  
24 DATE NOT LATER THAN 1 YEAR AFTER THE GOVERNOR APPOINTS ITS MEMBERS.

25 (6) ALL MEETINGS OF THE COMMISSION ON PAY EQUITY ARE SUBJECT  
26 TO THE OPEN MEETINGS ACT, 1976 PA 267, MCL 15.261 TO 15.275, AND  
27 RECORDS AND DOCUMENTS OF THE COMMISSION ARE SUBJECT TO THE FREEDOM

1 OF INFORMATION ACT, 1976 PA 442, MCL 15.231 TO 15.246.

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