

HOUSE BILL No. 4489

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

A bill to require employers to post information concerning equal pay requirements; and to provide sanctions.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1. (1) This act shall be known and may be cited as the
2 "workplace equality laws posting act".

3 (2) An employer employing 50 or more individuals at any time
4 during the calendar year at a single work site in this state shall
5 inform employees of, and keep posted at the work site in a
6 conspicuous place where employees may conveniently read it, a
7 notice with all of the following information:

8 (a) A statement that it is illegal under federal law and the
9 law of this state to pay employees different wages for the same
10 work based solely on sex.

11 (b) A statement that an employee who believes his or her

1 employer has violated the law requiring equal pay may contact the
2 Michigan department of civil rights at 110 W Michigan Avenue, Suite
3 800, Lansing, MI, or by telephone at (800) 482-3604, or by
4 electronic mail at MDCRServiceCenter@michigan.gov.

5 (c) An Internet address for section 202 of the Elliott-Larsen
6 civil rights act, 1976 PA 453, MCL 37.2202.

7 (3) An employer that violates this act is responsible for a
8 state civil infraction and may be ordered to pay a civil fine of
9 not more than \$100.00.

10 Enacting section 1. This act takes effect 90 days after the
11 date it is enacted into law.