

# HOUSE BILL NO. 4960

September 07, 2023, Introduced by Reps. Snyder, McFall, Neeley, O'Neal, Paiz, Breen, Coffia, McKinney, Morgan, Rheingans, Young, Dievendorf, Steckloff, Byrnes, Hope, Rogers, Stone, Glanville, Fitzgerald, Wilson, Wegela, Conlin, Hoskins, MacDonell and Whitsett and referred to the Committee on Labor.

A bill to amend 1976 PA 453, entitled  
"Elliott-Larsen civil rights act,"  
by amending section 205a (MCL 37.2205a), as amended by 1999 PA 202.

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

1           Sec. 205a. (1) An employer, employment agency, or labor  
2 organization, ~~other than~~ **not including** a law enforcement agency of  
3 this state or **of** a political subdivision of this state, shall not,  
4 in connection with an application for employment or membership ~~or~~

1 in connection with the terms, conditions, or privileges of  
2 employment or membership, request, make, or maintain a record of  
3 information regarding ~~a~~**any of the following:**

4 (a) A misdemeanor arrest, detention, or disposition where a  
5 conviction did not result. ~~A person is not guilty of perjury or~~  
6 ~~otherwise for giving~~

7 (b) A conviction set aside under 1965 PA 213, MCL 780.621 to  
8 780.624.

9 (c) The placement of an individual on probation under section  
10 1(1) of chapter XI of the code of criminal procedure, 1927 PA 175,  
11 MCL 771.1.

12 (d) A criminal disposition under chapter XIIA of the probate  
13 code of 1939, 1939 PA 288, MCL 712A.1 to 712A.32.

14 (e) An individual's status as a youthful trainee under section  
15 11 of chapter II of the code of criminal procedure, 1927 PA 175,  
16 MCL 762.11.

17 (2) **An individual who gives** a ~~false~~ statement ~~by failing to~~  
18 **that does not** recite or acknowledge information the ~~person~~  
19 **individual** has a civil right to withhold ~~by~~**under** this section **is**  
20 **not guilty of perjury or otherwise**. This section does not apply to  
21 information ~~relative to~~**regarding** a felony charge before conviction  
22 or dismissal.

23 (3) ~~(2)~~As used in this section, "law enforcement agency"  
24 includes the ~~state~~ department of corrections.