



**House
Legislative
Analysis
Section**

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EMPLOYMENT DISCRIMINATION

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House Bills 4150 and 4151
Sponsor: Rep. Joseph Young, Sr.
Committee: Labor

Complete to 3-20-89

A SUMMARY OF HOUSE BILLS 4150 AND 4151 AS INTRODUCED 2-14-89

House Bills 4150 and 4151 would amend the Michigan Handicappers' Civil Rights Act and the Elliott-Larsen Civil Rights Act, respectively, to define as a violation of the acts an employer's failure to provide equal compensation for comparable work.

Under House Bill 4150, an employer could not fail or refuse to provide compensation equally for work of comparable value in terms of the composite skill, responsibility, effort, education or training, and working conditions as measured by a nondiscriminatory job evaluation system, because of a handicap that was unrelated to the individual's ability to perform the duties of a particular job or position (MCL 37.1103 et al.). Under House Bill 4151, an employer could not fail or refuse to provide equal compensation for work of comparable value because of an employee's religion, race, color, national origin, age, sex, height, weight, or marital status. The bill would also specify that failure to provide equal compensation under the act would be grounds for bringing, or continuing, a cause of action for a violation that occurred before the bill's effective date (MCL 27.2102 et al.).

The bills are tie-barred to each other.

House Bills 4150 and 4151 (3-20-89)