

HOUSE BILL NO. 4576

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

A bill to create a program to encourage and recognize employers that make progress in addressing pay inequality between men and women who perform comparable work; and to provide for the powers and duties of certain governmental officers and entities.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1. (1) This act shall be known and may be cited as the
2 "pay equity in the workplace award program act".

3 (2) The pay equity in the workplace award program is
4 established in the department of civil rights. The program shall

1 encourage employers to eliminate barriers to equal pay for equal
2 work and to equalize pay between men and women who perform
3 comparable work. The program shall develop an award that recognizes
4 employers in this state that have achieved progress toward those
5 goals.

6 (3) The director of the department of civil rights, in
7 cooperation with the executive office of the governor, shall create
8 benchmarks for model practices and eligibility criteria for
9 employers to receive the award developed under subsection (2). The
10 criteria must include that an employer has made substantial efforts
11 toward eliminating barriers to pay equality and has decreased pay
12 disparities between men and women who perform comparable work. The
13 director of the department of civil rights shall establish
14 procedures for nomination, application, and presentation of the
15 award at a ceremony recognizing employers throughout this state. An
16 award ceremony must be organized so as to encourage proactive
17 efforts by other employers to equalize pay between men and women
18 performing comparable work.

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