

HOUSE BILL NO. 5619

March 20, 2024, Introduced by Reps. Morse, Pohutsky, Rheingans, Byrnes, Dievendorf, Paiz, Young, Steckloff, Brixie, Hood, Arbit, Tsernoglou, Conlin, Price, MacDonell, Glanville, McKinney, Breen, Wilson, Hope, Grant, Weiss, Wegela, Andrews, Coffia, Rogers, Scott, McFall, Skaggs, Brabec, Morgan, Haadsma, Farhat, Hill, Hoskins, Martus and Aiyash and referred to the Committee on Labor.

A bill to amend 1978 PA 390, entitled

"An act to regulate the time and manner of payment of wages and fringe benefits to employees; to prescribe rights and responsibilities of employers and employees, and the powers and duties of the department of labor; to require keeping of records; to provide for settlement of disputes regarding wages and fringe benefits; to prohibit certain practices by employers; to prescribe penalties and remedies; and to repeal certain acts and parts of acts,"

(MCL 408.471 to 408.490) by amending the title, as amended by 1982 PA 524, and by adding section 9a.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 TITLE

2 An act to regulate the time and manner of payment of wages and
3 fringe benefits to employees; to prescribe rights and
4 responsibilities of employers and employees; ~~and to prescribe~~ the
5 powers and duties of ~~the department of labor;~~ **certain state**
6 **governmental officers and entities;** to require keeping of records;
7 **to require creation and disclosure of job descriptions;** to provide
8 for settlement of disputes regarding wages and fringe benefits; to
9 prohibit certain practices by employers; to prescribe penalties and
10 remedies; and to repeal certain acts and parts of acts.

11 **Sec. 9a. (1) An employer shall create and maintain for each**
12 **position a job description that includes all of the following:**

13 (a) **A list of the essential duties and responsibilities of the**
14 **job.**

15 (b) **A description of the skills, training, and effort required**
16 **to perform the job.**

17 (c) **The working conditions and schedule under which the job is**
18 **performed.**

19 (d) **Salary information, including the pay scale, if any.**

20 (2) **An employer shall make the applicable job description**
21 **available to a job applicant during the recruitment, hiring, or**
22 **promotion process and to any employee who requests the job**
23 **description.**

24 (3) **An employer shall not apply a revised job description to a**
25 **current employee until the employee has been given an opportunity**
26 **to review and initial the revised job description.**

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