

Progressive Women's Caucus

2017 Pay Equity Bills

Pay equity is a simple idea. It simply means that two people who have the same background, do the same or similar job and produce the same results should get the same pay. It's a matter of fairness, but for too long, it hasn't been a reality for working women.

Policies that protect equal pay are important for everyone, but wage discrimination disproportionality impacts women in Michigan. According to wage data released by the National Partnership for Women and Families¹, a typical Michigan woman earns 74 cents for every dollar earned by a typical Michigan man when both have a similar education and experience level. The difference equates to an annual earning deficit of \$12,993 for full-time working women. The gap between men's and women's earnings is even greater for African-American and Hispanic women, who earn 64 cents and 57 cents to each dollar earned by a man, respectively.

In Michigan, nearly 476,000 family households are headed by women and about 33 percent of those families have incomes that fall below the poverty level. Lost income due to wage discrimination means less money for women and their families, less money to spend on goods and services, and less money to save and invest for the future. Pay equity matters not just to women, but to their families and our state's economy as a whole.

To that end the Progressive Women's Caucus has crafted a package of bills intended to combat wage discrimination in Michigan.

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The Progressive Women's Caucus is a nonprofit membership organization that brings together policymakers, individuals, and stakeholders to work on issues of importance to Michigan women and families. Our mission is to encourage greater participation of women in shaping public policy through education and advocacy, and establish a network for sharing information about policies and legislation affecting women in Michigan. Learn more at miprogressivewomen.com.

2017 Pay Equity Bills Introduced April 20, 2017, Michigan Legislature

BILL REQUEST NUMBER	SPONSOR	BILL DESCRIPTION
HB4509 of 2017 SB 317 of 2017	Love Hertel	This bill amends the Elliott-Larsen Civil Rights Act to create a commission on pay equity within the Department of Civil Rights. This is a reintroduction of HB 4486.
HB 4510 of 2017 SB 318 of 2017	Geiss Warren	New. This bill amends the Elliott-Larsen Civil Rights Act to increase damages for unequal pay and specifies that the statute of limitations starts from the time an employee learns about the disparity in pay.
HB 4511 of 2017 SB 319 of 2017	Geiss Warren	The bill amends the Payment of Wages and Fringe Benefits Act to require, upon request from an employee, for an employer to disclose wage information for similarly situated employees. It is a reintroduction of HB 4483.
HB 4512 of 2017 SB 320 of 2017	Brinks Knezek	This bill amends the Workforce Opportunity Act to expand the prohibition of discriminations to include not only sex, but also religion, race, color, national origin, age, height, weight, or marital status and allows for remedies under the Elliott-Larsen Civil Rights Act. The bill is a reintroduction of HB 4491 and HB 4492 combined.
HB 4513 of 2017 SB 321 of 2017	Faris Hopgood	The bill amends the Michigan Penal Code to establish penalties for equal pay non-compliance. It is a reintroduction of HB 4484.
HB 4514 of 2017 SB 322 of 2017	Pagan Bieda	This bill amends the Elliot-Larsen Civil Rights Act to require employers to post and inform employees of equal pay laws as well as establishes a complaint tip line and website reporting and allows for anonymous reporting. This is a reintroduction of HB 4489 and HB 4525 combined.
HB 4515 of 2017 SB 323 of 2017	Greig Gregory	This bill amends the Bullard-Plawecki Employee Right to Know Act to require employers with more than 5 full-time employees to have job descriptions and include a pay scale, if applicable. It is a reintroduction of HB 4515.
HB 4516 of 2017 SB 324 of 2017	Greig C. Hertel	New. This bill amends the Elliott-Larsen Civil Rights Act to prevent an employer from inquiring about past compensation during the application or hiring process.
HB 4517 of 2017 SB 325 of 2017	Guerra Ananich	This bill amends the Full Employment Planning Act to include an annual report of current and projected pay differentials for similarly employed individuals in both the public and private sectors. This is a reintroduction of HB 4490.
HB 4518 of 2017 SB 326 of 2017	Lasinski Warren	The bill creates a new act called the Pay Equity in the Workplace Award Program Act and establishes employer incentive awards programs for equal pay. It is a reintroduction on HB 4485.
HB 4519 of 2017 SB 327 of 2017	K. Hertel Young	This bill amends the Elliott-Larsen Civil Rights Act to establish equal pay certificates for state contractors. It is a reintroduction of HB 4488.
HB 4520 of 2017 SB 328 of 2017	Love B. Johnson	This bill amends the Employee Protection Act to require an employer provide notice at least 1 pay period or 10 business days, whichever is greater, when an employer is required to deduct wages due to a default judgement. This is a reintroduction of HB 4723.
HR 55	Pagan	A resolution declaring April 4, 2017 as Equal Pay Day in Michigan.

ⁱ <http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/4-2017-mi-wage-gap.pdf>