

ACLU of Michigan Legislative Docket: Employment Discrimination

The ACLU maintains a presence in Lansing that enables us to pass policies that expand civil liberties or prevent the passage of policies that are hostile to civil liberties. Through traditional lobbying techniques lobbying, advocacy, and advocacy the legislative program seeks to advance and protect our civil liberties.

The ACLU of Michigan's legislative program works on a breadth of issues. To give you an idea of what we've been up to, we have provided a brief summary, our position on the issue and where the bill is currently situation in the legislative process. We have stated our position on each bill using brief descriptors:

- **Actively Support/ Oppose:** *The ACLU considers this bill high priority and has taken direct action to support or opposing the bill. The bill has, more likely than not, seen movement in the Legislature during the current session.*
- **Support/Oppose:** *Based on its own policies, the ACLU supports or opposes the bill but has not taken an affirmative action OR the legislation has not moved through the legislature and therefore the ACLU has not needed to take direct action at this point.*
- **Remain Neutral:** *As written, the bill does include some civil liberties issues but the ACLU has taken no direct action to support or oppose the legislation.*

Pay Equity - Senate Bill 298 and House Bill 4518

Sponsor: Sen. Rebekah Warren (D-Ann Arbor) and Rep. Gretchen Driskell (D-Saline), respectively

ACLU Position: **Support**

Status: Referred to Senate Government Operations Committee; Referred to House Government Operations Committee respectively

Both bills are identical and would prohibit an employer from wage discrimination based on religion, race, color, national origin, age, sex, height, weight or marital status. Requires employers to compensate employees equally for comparable value in skill, responsibility, effort, education or training and working conditions.

Pay Equity Commission – Senate Bill 299 and House Bill 4517

Sponsor: Sen. Gretchen Whitmer (D-Lansing) and Rep. Dian Slavens (D-Canton), respectively

ACLU Position: **Support**

Status: Referred to Senate Government Operations Committee; Referred to House Government Operations Committee respectively

Both bills are identical and would create The Commission on Pay Equity in the Department of Civil Rights. The commission will be responsible for developing definitions, models and guidelines for employers and employees on pay equity. The commission will present its findings to the Michigan Legislature, the governor and the public.

Criminal Penalties for Wage Discrimination Based on Sex –

House Bill 4519

Sponsor: Rep. Gretchen Driskell (D-Saline)

ACLU Position: **Neutral**

Status: Referred to House Government Operations Committee

Increases fines for wage discrimination based on sex.

Intern Employment Discrimination Protections - House Bill

5243

Sponsor: Rep. David Knezek (D-Dearborn Heights)

ACLU Position: **Support**

Status: Referred to House Judiciary Committee

Provides important and necessary protections for unpaid interns under the Elliott-Larsen Civil Rights Act. Currently, in the workplace, interns are not legally protected from sexual harassment or discrimination based on such factors as their race, religious views, nationality, gender, height, weight and marital status. HB 5243 will provide such legal protections to unpaid interns.

Employee Contraceptive Privacy Act - Senate Bill 732 and

House Bill 5416

Sponsor: Sen. Jim Ananich (D-Flint), Rep. Marcia Hovey-Wright (D-Muskegon)

ACLU Position: **Support**

Status: Introduced and referred to House Government Operations Committee, Introduced and referred to House Judiciary Committee respectively

Also see Reproductive Rights

Both bills are identical and would prohibit an employer from inquiring as to an employee's or applicant for employment's use or nonuse of contraceptives; discrimination against an employee's or applicant for

employment's for failure to provide information concerning use or nonuse of contraceptives; retaliate or discriminate against an employee because the employee has made a charge, filed a complaint, testified, assisted, or participated in an investigation, proceeding, or hearing concerning an alleged violation of this act.

Employment Discrimination Vote Counts

Breastfeeding SB 674 – Support

House Vote

Yeas – 37

Ananich	Gregory	Kahn	Richardville
Anderson	Hansen	Kowall	Robertson
Bieda	Hildenbrand	Marleau	Rocca
Booher	Hood	Meekhof	Schuitmaker
Brandenburg	Hopgood	Moolenaar	Smith
Casperson	Hune	Nofs	Walker
Caswell	Hunter	Pappageorge	Warren
Colbeck	Jansen	Pavlov	Whitmer
Emmons	Johnson	Proos	Young
Green	Jones		