

HOUSE BILL NO. 5626

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

A bill to amend 1931 PA 328, entitled
"The Michigan penal code,"
by amending section 556 (MCL 750.556).

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 556. **(1)** ~~Any~~**An** employer ~~of labor in this state,~~
2 ~~employing both males and females, who shall~~ **not** discriminate in any
3 way in the payment of wages ~~as between~~ **individuals of different**
4 **sexes, religions, races, colors, national origins, ages, heights,**
5 **weights, marital statuses, or other characteristics or attributes**

1 protected under the Elliot-Larsen civil rights act, 1976 PA 453,
2 MCL 37.2101 to 37.2804, who are similarly employed. ~~, shall be~~

3 (2) A person who violates this section is guilty of a
4 misdemeanor. ~~No female shall be assigned any task disproportionate~~
5 ~~to her strength, nor shall she be employed in any place detrimental~~
6 ~~to her morals, her health or her potential capacity for motherhood.~~
7 Any punishable as follows:

8 (a) If the person has 1 to 15 employees, a fine of not more
9 than \$5,000.00.

10 (b) If the person has 16 to 50 employees, a fine of not more
11 than \$10,000.00.

12 (c) If the person has more than 50 employees, a fine of not
13 more than \$20,000.00.

14 (3) This section does not prohibit the person from being
15 charged with, convicted of, or punished for any other violation of
16 law arising out of the violation of this section.

17 (4) A difference in wage rates based upon a factor other than
18 sex, ~~shall~~ religion, race, color, national origin, age, height,
19 weight, marital status, or other characteristic or attribute
20 protected under the Elliot-Larsen civil rights act, 1976 PA 453,
21 MCL 37.2101 to 37.2804, does not violate this section.

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