

# HOUSE BILL NO. 4296

March 25, 2025, Introduced by Reps. Young, Rogers, Byrnes, Price, Paiz, Wooden, Pohutsky, Foreman, Myers-Phillips, Rheingans, Dievendorf, Morgan, Longjohn, MacDonell, Brixie, Mentzer, Hope, Conlin, Coffia, T. Carter, McKinney, Breen, Scott, Grant, Koleszar, Martus, Fitzgerald, O'Neal, Glanville, B. Carter, Weiss, Farhat, McFall and Wegela and referred to Committee on Economic Competitiveness.

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 that 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~~ on a factor other  
18   than sex, ~~shall~~ religion, race, color, national origin, age,  
19   height, weight, marital status, or other characteristic or  
20   attribute protected under the Elliot-Larsen civil rights act, 1976  
21   PA 453, 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.