

# HOUSE BILL No. 4518

April 25, 2017, Introduced by Reps. Lasinski, Schor, Faris, Geiss, Hertel, Chang, Sneller, Clemente, Chirkun, Guerra, LaGrand, Durhal, Elder, Yanez, Greig, Brinks, Green, Love, Moss, Hammoud, Pagan, Sowerby, Cochran, Rabhi, Hoadley, Gay-Dagnogo, Singh, Peterson, Jones and Byrd and referred to the Committee on Commerce and Trade.

A bill to create a program to encourage and recognize employers who make progress in addressing pay inequality between men and women who perform comparable work.

**THE PEOPLE OF THE STATE OF MICHIGAN ENACT:**

1           Sec. 1. (1) This act shall be known and may be cited as the  
2 "pay equity in the workplace award program act".

3           (2) The pay equity in the workplace award program is  
4 established in the department of civil rights. The program shall  
5 encourage employers to eliminate barriers to equal pay for equal  
6 work and to equalize pay between men and women who perform  
7 comparable work. The program shall develop an award that recognizes  
8 employers in this state that have achieved progress toward those  
9 goals.

10           (3) The director of the department of civil rights, in

1 cooperation with the executive office of the governor, shall create  
2 benchmarks for model practices and eligibility criteria for  
3 employers to receive the award developed under subsection (1). The  
4 criteria must include that an employer has made substantial efforts  
5 toward eliminating barriers to pay equality and has decreased pay  
6 disparities between men and women who perform comparable work. The  
7 director of the department of civil rights shall establish  
8 procedures for nomination, application, and presentation of the  
9 award at a ceremony recognizing employers throughout this state. An  
10 award ceremony shall be organized so as to encourage proactive  
11 efforts by other employers to equalize pay between men and women  
12 performing comparable work.

13 Enacting section 1. This act takes effect 90 days after the  
14 date it is enacted into law.