

# SENATE BILL No. 520

May 19, 2005, Introduced by Senators TOY, KUIPERS, CHERRY, GILBERT and CROPSEY and referred to the Committee on Judiciary.

A bill to amend 1976 PA 453, entitled  
"Elliott-Larsen civil rights act,"  
by amending section 201 (MCL 37.2201), as amended by 1980 PA 202.

## THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1       Sec. 201. As used in this article:

2       (a) "Employer" means a person who has 1 or more employees, and  
3 includes an agent of that person.

4       (b) "Employment agency" means a person regularly undertaking  
5 with or without compensation to procure, refer, recruit, or place  
6 an employee for an employer or to procure, refer, recruit, or place  
7 for an employer or person the opportunity to work for an employer  
8 and includes an agent of that person.

9       (c) "Labor organization" includes **THE FOLLOWING:**

1 (i) An organization of any kind, an agency or employee  
2 representation committee, group, association, or plan in which  
3 employees participate and ~~which~~ **THAT** exists for the purpose, in  
4 whole or in part, of dealing with employers concerning grievances,  
5 labor disputes, wages, rates of pay, hours, or other terms or  
6 conditions of employment.

7 (ii) A conference, general committee, joint or system board, or  
8 joint council ~~which~~ **THAT** is subordinate to a national or  
9 international labor organization.

10 (iii) An agent of a labor organization.

11 (d) "Sex" includes, but is not limited to, ~~pregnancy,~~  
12 ~~childbirth, or a~~ **ALL OF THE FOLLOWING:**

13 (i) **PREGNANCY.**

14 (ii) **CHILDBIRTH.**

15 (iii) **A** medical condition related to pregnancy or childbirth  
16 that does not include nontherapeutic abortion not intended to save  
17 the life of the mother.

18 (iv) **THE EXPRESSION OF BREAST MILK BY A NURSING MOTHER.**