

**SUBSTITUTE FOR  
HOUSE BILL NO. 4288**

A bill to prohibit certain hiring practices by state agencies and prescribe civil sanctions.

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

1       Sec. 1. (1) Subject to section 1 of 1897 PA 205, MCL 35.401, a  
2       state agency shall not hire an applicant for unclassified  
3       employment unless the state agency bases the hiring on 1 or more  
4       objective and merit-based factors that include, but are not limited  
5       to, the applicant's relevant education or work experience.

6       (2) As used in this section:

7       (a) "State agency" means an agency, board, bureau, commission,  
8       department, or office within a department or agency of the  
9       executive branch of this state.

10       (b) "Unclassified employment" means employment that is in the



1 state service and excepted from the classified state civil service  
2 under section 5 of article XI of the state constitution of 1963.

3       Sec. 2. A state agency that violates this act is responsible  
4 for a civil fine of not more than \$10,000.00 for each violation.  
5 The attorney general may bring an action to collect the fine. A  
6 fine collected must be deposited in the general fund.