



**House  
Legislative  
Analysis  
Section**

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**COMPARABLE WORK: EQUAL PAY**

House Bills 4138 and 4139  
Sponsor: Rep. Joseph Young, Sr.  
Committee: Judiciary

Complete to 2-21-91

**A SUMMARY OF HOUSE BILLS 4138 AND 4139 AS INTRODUCED 2-7-91**

House Bills 4138 and 4139 would amend the Michigan Handicappers' Civil Rights Act (MCL 37.1103 et al.) and the Elliott-Larsen Civil Rights Act (MCL 27.2102 et al.), respectively, to define as a violation of the acts an employer's failure to provide equal compensation for comparable work.

Under House Bill 4138, an employer could not fail or refuse to provide compensation equally for work of comparable value in terms of the composite skill, responsibility, effort, education or training, and working conditions, because of a handicap that was unrelated to the individual's ability to perform the duties of a particular job or position. Under House Bill 4139, an employer could not fail or refuse to provide equal compensation for work of comparable value because of an employee's religion, race, color, national origin, age, sex, height, weight, or marital status. Failure to provide equal compensation as so described would be grounds for bringing or continuing a cause of action for a violation that occurred before the bill's effective date.