



**House
Legislative
Analysis
Section**

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COMPARABLE WORK: EQUAL PAY

**House Bills 4384 and 4385
Sponsor: Rep. Joseph Young, Sr.
Committee: Civil Rights and
Women's Issues**

Complete to 4-19-93

A SUMMARY OF HOUSE BILLS 4384 AND 4385 AS INTRODUCED 3-2-93

House Bills 4384 and 4385 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 4384, 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 4385, 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.

House Bills 4384 and 4385 (4-19-93)