

SENATE BILL No. 1460

November 3, 2004, Introduced by Senators TOY, BIRKHOLZ, HAMMERSTROM,
McMANUS, KUIPERS and ALLEN 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,
3 and 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
7 place for an employer or person the opportunity to work for an
8 employer and includes an agent of that person.

9 (c) "Labor organization" includes **the following:**

10 (i) An organization of any kind, an agency or employee

1 representation committee, group, association, or plan in which
2 employees participate and ~~which~~ **that** exists for the purpose, in
3 whole or in part, of dealing with employers concerning
4 grievances, labor disputes, wages, rates of pay, hours, or other
5 terms or conditions of employment.

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

9 (iii) An agent of a labor organization.

10 (d) "Sex" includes, but is not limited to, ~~pregnancy,~~
11 ~~childbirth, or a~~ **all of the following:**

12 (i) **Pregnancy.**

13 (ii) **Childbirth.**

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

17 (iv) **The expression of breast milk by a nursing mother.**