

SUBSTITUTE FOR  
HOUSE BILL NO. 4627

A bill to amend 1976 PA 453, entitled  
"Elliott-Larsen civil rights act,"  
(MCL 37.2101 to 37.2804) by adding section 202b.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1        SEC. 202B. (1) THE COMMISSION ON PAY EQUITY IS CREATED IN THE  
2 MICHIGAN DEPARTMENT OF CIVIL RIGHTS AND IS RESPONSIBLE FOR THE  
3 DEVELOPMENT OF DEFINITIONS OF COMPARABLE WAGES, USING THE CRITERIA  
4 OF COMPOSITE SKILLS, RESPONSIBILITY, EFFORT, EDUCATION OR TRAINING,  
5 AND WORKING CONDITIONS.

6        (2) THE GOVERNOR SHALL APPOINT THE MEMBERS OF THE COMMISSION  
7 ON PAY EQUITY. THE COMMISSION IS COMPOSED OF THE FOLLOWING MEMBERS:

8        (A) THE DIRECTOR OF THE MICHIGAN DEPARTMENT OF CIVIL RIGHTS OR  
9 HIS OR HER DESIGNEE.

1 (B) THE DIRECTOR OF THE MICHIGAN ECONOMIC DEVELOPMENT  
2 CORPORATION OR HIS OR HER DESIGNEE.

3 (C) A REPRESENTATIVE OF THE MICHIGAN WOMEN'S COMMISSION.

4 (D) A REPRESENTATIVE OF THE MICHIGAN CHAMBER OF COMMERCE.

5 (E) A REPRESENTATIVE OF THE MICHIGAN AFL-CIO.

6 (F) A REPRESENTATIVE OF THE UNITED AUTO WORKERS.

7 (G) A REPRESENTATIVE OF THE MICHIGAN SMALL BUSINESS  
8 ASSOCIATION.

9 (H) A REPRESENTATIVE OF THE NATIONAL ORGANIZATION FOR WOMEN,  
10 MICHIGAN.

11 (I) A REPRESENTATIVE OF THE MICHIGAN WOMEN'S STUDIES  
12 ASSOCIATION.

13 (J) A REPRESENTATIVE OF THE MICHIGAN FARM BUREAU.

14 (3) THE DIRECTOR OF THE MICHIGAN DEPARTMENT OF CIVIL RIGHTS OR  
15 HIS OR HER DESIGNEE SHALL SERVE AS THE CHAIRPERSON OF THE  
16 COMMISSION ON PAY EQUITY AND SHALL HAVE RESPONSIBILITY FOR  
17 CONVENING THE MEETINGS OF THE COMMISSION, SETTING THE AGENDA FOR  
18 ALL MEETINGS, AND PREPARING ALL MINUTES AND REPORTS OF THE WORK OF  
19 THE COMMISSION.

20 (4) THE COMMISSION ON PAY EQUITY SHALL HOLD MEETINGS AND  
21 HEARINGS AS NECESSARY TO DEVELOP DEFINITIONS, MODELS, AND  
22 GUIDELINES FOR EMPLOYERS AND EMPLOYEES ON PAY EQUITY.

23 (5) THE COMMISSION ON PAY EQUITY SHALL PRESENT ITS FINDINGS  
24 AND RECOMMENDATIONS TO THE LEGISLATURE, THE GOVERNOR, AND THE  
25 PUBLIC BY A DATE NOT LATER THAN 1 YEAR AFTER THE GOVERNOR APPOINTS  
26 ITS MEMBERS.

27 (6) ALL MEETINGS OF THE COMMISSION ON PAY EQUITY ARE SUBJECT

1 TO THE OPEN MEETINGS ACT, 1976 PA 267, MCL 15.261 TO 15.275, AND  
2 THE FREEDOM OF INFORMATION ACT, 1976 PA 442, MCL 15.231 TO 15.246.