



Senate Fiscal Agency  
P. O. Box 30036  
Lansing, Michigan 48909-7536

---

**BILL ANALYSIS**

---



Telephone: (517) 373-5383  
Fax: (517) 373-1986  
TDD: (517) 373-0543

House Bill 4327 (Substitute S-1 as reported)  
Sponsor: Representative Coleman Young  
House Committee: Labor  
Senate Committee: Commerce and Tourism

**CONTENT**

The bill would amend the Elliott-Larsen Civil Rights Act to prohibit an employer from treating an individual affected by pregnancy, childbirth, or a related medical condition differently for any employment-related purpose from another individual who was not so affected but was similar in ability or inability to work, without regard to the source of any condition affecting the other individual's ability or inability to work. For the purposes of this provision, a medical condition related to pregnancy or childbirth would not include nontherapeutic abortion not intended to save the life of the mother.

MCL 37.2202

Legislative Analyst: Patrick Affholter

**FISCAL IMPACT**

The bill could result in an increase in the number of civil rights complaints filed; however, the potential increase in the number of complaints should not cause a significant increase in the workload of the Department of Civil Rights. Current annual appropriations should cover any cost incurred due to any increase in complaints filed.

Date Completed: 8-5-09

Fiscal Analyst: Joe Carrasco