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House Bill 4327 (as passed by the House) Sponsor: Representative Coleman Young

House Committee: Labor

Senate Committee: Commerce and Tourism

Date Completed: 6-9-09

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 not so affected but 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.

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.

Fiscal Analyst: Joe Carrasco

This analysis was prepared by nonpartisan Senate staff for use by the Senate in its deliberations and does not constitute an official statement of legislative intent.