

HOUSE BILL NO. 4288

March 25, 2025, Introduced by Reps. Byrnes, Rogers, Price, Paiz, Wooden, Pohutsky, Foreman, Myers-Phillips, Rheingans, Dievendorf, MacDonell, Morgan, Longjohn, Brixie, Mentzer, Tsernoglou, Hoskins, Conlin, Coffia, Hope, T. Carter, McKinney, Breen, Scott, Grant, Koleszar, Martus, Fitzgerald, O'Neal, Glanville, B. Carter, Weiss, Farhat, McFall and Wegela and referred to Committee on Government Operations.

A bill to prohibit certain hiring practices by state agencies and prescribe civil sanctions.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1. (1) Subject to section 1 of 1897 PA 205, MCL 35.401, a
2 state agency shall not hire an applicant for unclassified
3 employment unless the state agency bases the hiring on 1 or more
4 objective and merit-based factors that include, but are not limited
5 to, the applicant's relevant education or work experience.

6 (2) As used in this section:

1 (a) "State agency" means an agency, board, bureau, commission,
2 department, or office of this state.

3 (b) "Unclassified employment" means employment that is in the
4 state service and excepted from the classified state civil service
5 under section 5 of article XI of the state constitution of 1963.

6 Sec. 2. A state agency that violates this act is responsible
7 for a civil fine of not more than \$10,000.00 for each violation.
8 The attorney general may bring an action to collect the fine. A
9 fine collected must be deposited in the general fund.