

# HOUSE BILL NO. 4290

March 25, 2025, Introduced by Reps. Price, Byrnes, Paiz, Wooden, Pohutsky, Foreman, Myers-Phillips, Rheingans, Dievendorf, MacDonell, Morgan, Young, Longjohn, Arbit, 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 Economic Competitiveness.

A bill to amend 1978 PA 390, entitled

"An act to regulate the time and manner of payment of wages and fringe benefits to employees; to prescribe rights and responsibilities of employers and employees, and the powers and duties of the department of labor; to require keeping of records; to provide for settlement of disputes regarding wages and fringe benefits; to prohibit certain practices by employers; to prescribe penalties and remedies; and to repeal certain acts and parts of acts,"

by amending section 13a (MCL 408.483a), as added by 1982 PA 524.

## **THE PEOPLE OF THE STATE OF MICHIGAN ENACT:**

**1**        Sec. 13a. ~~(1)~~—An employer shall not do any of the following:

1 (a) Require ~~as a condition of employment, nondisclosure by~~  
2 **include in a written policy a statement, or otherwise implement or**  
3 **engage in a practice that prohibits or discourages** an employee ~~of~~  
4 ~~his or her~~ **from disclosing the employee's** wages.

5 (b) Require an employee to sign a waiver or other document  
6 ~~which that~~ purports to deny an employee the right to disclose ~~his~~  
7 ~~or her~~ **the employee's** wages.

8 (c) Discharge, formally discipline, or otherwise discriminate  
9 against for job advancement an employee who discloses ~~his or her~~  
10 **the employee's** wages.

11 (d) Ask an individual seeking employment for information  
12 regarding the individual's past wages, fringe benefits, credit  
13 score, or credit history or otherwise seek information regarding  
14 the individual's past wages, fringe benefits, credit score, or  
15 credit history. This subdivision does not apply to an employer or  
16 agent of an employer that is required by law or a self-regulatory  
17 organization as that term is defined in section 78c(a)(26) of the  
18 securities exchange act of 1934, 15 USC 78c, to use an individual's  
19 past wages, fringe benefits, credit score, or credit history for  
20 employment purposes, including, but not limited to, bonding  
21 requirements.