

SENATE BILL NO. 145

March 12, 2025, Introduced by Senator ANTHONY and referred to Committee on Labor.

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.**