

Reproductive Justice and Women’s Freedom

There are several current legislative attempts to further chip-away at women’s un-impeded right to abortion and reproductive choices in Michigan. Three bills have the potential impact of establishing “personhood” for an embryo, making it more likely a woman’s body will be the property of the state for reproductive control. These are as follows: HB 4522 – (Whiteford) – Allows taxpayers to claim a stillbirth as an additional dependent for an income tax exemption (introduced 4/25/2017, referred to Committee on Tax Policy);

HB 4467 – (Theis) – Requires doctors to determine if there is a detectable fetal heartbeat via ultrasound, before performing an abortion (introduced 3/30/2017, referred to Health Policy); and

HB 4500 – (Homberger) – Requires that an embryo or fetus must be scored as a victim in criminal procedure (introduced 4/20/2017 – referred to Judiciary).

Two bills have been brought back from the last legislative session to further impede the range of abortion services available for women, and to interfere with medical decisions. This interference places legislators, who have no medical expertise, in the position of overruling a doctor’s decision as to the best method for providing abortion services. These are:

HB 4552 – (Cox) – Bans a common abortion procedure (introduced 4/27/2017, referred to Law and Justice); and

HB 4552 – (Cox) – Implements criminal process in support of above abortion procedure ban, making the procedure subject to a charge of felony (introduced 4/27/2017, referred to Law and Justice).

One bill was introduced to support a woman’s right to contraceptives through prescription and covered by insurance. HB 4019, introduced 1/12/2017 by Rep. Faris, provides for one-time prescription for a full year’s supply of contraception with no additional cost, other than is normal for prescriptions. The bill was referred to Insurance; no action has been taken or scheduled.

2017 Pay Equity Bills

Introduced April 20, 2017, Michigan House of Representatives

BILL REQUEST NUMBER	SPONSOR	BILL DESCRIPTION
HB4509 of 2017	Love	This bill amends the Elliott-Larsen Civil Rights Act to create a commission on pay equity within the Department of Civil Rights. This is a reintroduction of HB 4486.
HB 4510 of 2017	Geiss	This bill amends the Elliott-Larsen Civil Rights Act to increase damages for unequal pay and specifies that the statute of limitations starts from the time an employee learns about the disparity in pay.

HB 4511 of 2017	Geiss	The bill amends the Payment of Wages and Fringe Benefits Act to require, upon request from an employee, for an employer to disclose wage information for similarly situated employees. It is a reintroduction of HB 4483.
HB 4512 of 2017	Brinks	This bill amends the Workforce Opportunity Act to expand the prohibition of discriminations to include not only sex, but also religion, race, color, national origin, age, height, weight, or marital status and allows for remedies under the Elliott-Larsen Civil Rights Act. The bill is a reintroduction of HB 4491 and HB 4492 combined.
HB 4513 of 2017	Faris	The bill amends the Michigan Penal Code to establish penalties for equal pay non-compliance. It is a reintroduction of HB 4484.
HB 4514 of 2017	Pagan	This bill amends the Elliot-Larsen Civil Rights Act to require employers to post and inform employees of equal pay laws as well as establishes a complaint tip line and website reporting and allows for anonymous reporting. This is a reintroduction of HB 4489 and HB 4525 combined.
HB 4515 of 2017	Greig	This bill amends the Bullard-Plawecki Employee Right to Know Act to require employers with more than 5 full-time employees to have job descriptions and include a pay scale, if applicable. It is a reintroduction of HB 4515.
HB 4516 of 2017	Greig	This bill amends the Elliott-Larsen Civil Rights Act to prevent an employer from inquiring about past compensation during the application or hiring process.
HB 4517 of 2017	Guerra	This bill amends the Full Employment Planning Act to include an annual report of current and projected pay differentials for similarly employed individuals in both the public and private sectors. This is a reintroduction of HB 4490.
HB 4518 of 2017	Lasinski	The bill creates a new act called the Pay Equity in the Workplace Award Program Act and establishes employer incentive awards programs for equal pay. It is a reintroduction on HB 4485.
HB 4519 of 2017	K. Hertel	This bill amends the Elliott-Larsen Civil Rights Act to establish equal pay certificates for state contractors. It is a reintroduction of HB 4488.
HB 4520 of 2017	Love	This bill amends the Employee Protection Act to require an employer provide notice at least 1 pay period or 10 business days, whichever is greater, when an employer is required to deduct wages due to a default judgement. This is a reintroduction of HB 4723.
HR 55	Pagan	A resolution declaring April 4, 2017 as Equal Pay Day in Michigan.