

II.

FAIRNESS



Every municipality must make a conscious commitment to uphold the human rights and equality of their workers. Workers deserve to work in an environment free of discrimination,

whether it be based on sexuality, gender, race, or disability. Policies that display values of justice and fairness are essential so workers from all backgrounds can thrive and succeed.

**"WE WANT RESPECT
AND FAIRNESS FROM
THE START."**

Sara Nelson, International President,
Association of Flight Attendants-
CWA, AFL-CIO



OVERVIEW

PAID LEAVE [P. 46]

The United States is the only wealthy nation without a national paid leave system. Instead, we have a mishmash of policies from the federal and state levels. It is up to local governments and school boards to close this gap and work in solidarity with their employees to ensure they are covered in times of need.

EQUAL PAY FOR EQUAL WORK [P. 50]

Local governments must ensure all their workers are paid fairly, regardless of race, gender, ethnicity, or disability. Under the equal pay ordinance, municipalities must ensure contractors are compliant with non-discrimination laws and Michigan's equal pay law. They must also evaluate their own employment data to ensure that they are paying everyone fairly.

BAN THE BOX [P. 54]

Ban the Box policies prohibit checkboxes on job applications that ask about a person's conviction history. Background checks would only be performed for jobs that would require them, such as those that entail handling confidential information or working with children. They would not be required for jobs for which they are unnecessary. Barring those with a criminal background from entering the workforce is a form of discrimination that punishes people beyond their sentence and increases recidivism.

DISABILITY-INCLUSIVE HIRING, FIRING, AND EMPLOYEE ADMINISTRATION [P. 58]

Discrimination, high unemployment rates, and discriminatory employee hiring and administration practices prohibit persons with disabilities from receiving equal opportunities. Local governments should ensure they are using inclusive hiring and employee administration practices to decrease the barriers that disabled people face. By creating a strong foundation against disability-based discrimination, they can ensure that employees with disabilities have the support to succeed in a competitive workforce.

NON-DISCRIMINATION [P. 62]

Prior to 2023, there were no legislated protections for LGBTQ+ Michigan workers included in the Elliot Larsen Civil Rights Act, which compelled dozens of local governments across the state to pass their own ordinances. However, the Michigan Legislature amended the Elliot Larsen Civil Rights Act in 2023 to include both sexuality and gender identity as protected classes. Municipalities with nondiscrimination ordinances provide an extra layer of protection for LGBTQ+ workers because these workers can seek redress at the local level instead of the state level, likely an easier process.



PAID LEAVE - FAMILY, MEDICAL, & VOTING

BY: CAMILLE MANCUSO, ANDREW SPICER, AND ANNABELLA VIDRIO

Paid family, medical, and voting leave are necessary to create a healthy, safe, and ethical society. But today, only 23% of the workforce in Michigan is eligible for paid family leave through their employer,³⁷ **resulting in working families losing \$20.6 billion in yearly wages when they take leave** for necessary events such as the birth of a child, sickness, or to care for family.³⁸ When employers don't offer paid sick time, workers are faced with a choice: make rent or work while sick. Especially in the age of COVID-19, when coming in to work sick has even more disastrous effects, paid time off is important for the health of society.

Workers also deserve paid time off in order to vote and exercise their rights as a citizen.

According to the National Partnership for Women & Families, women of color have more health issues and caregiving responsibilities than their white counterparts and thus have a greater need for paid leave. Since paid leave is not protected for nearly 40% of workers³⁹, it is more likely that women of color will lose or quit their jobs in order to take leave to care for their children or family members.

While current state law preempts state law from mandating that businesses give their employees significant benefits, and no such mandates exist at the federal and state level, local governments can provide for their own employees and call on the state government to enact these important protections.

RELEVANT LAWS

The Family and Medical Leave Act of 1993 offers eligible employees up to 12 weeks of job-protected medical or family leave.⁴⁰ These 12 weeks are unpaid.

But situations where an employee must take a prolonged absence, such as the birth of a child or illness of a family member, require financial stability.

In 2018, Michigan passed the Paid Medical Leave Act, requiring employers with 50+ employees to provide only 40 hours, one week, of paid medical leave. This includes physical and psychological care, injury or court-related proceedings resulting from domestic violence or sexual assault, and closure of a child's daycare as the result of a public health emergency.⁴¹ Currently, Michigan preempts cities from enacting those standards for businesses inside their jurisdiction.

PAID FAMILY LEAVE

A comprehensive paid family leave policy is essential to the wellbeing of workers and their families. **Paid family leave should be offered to workers in cases where an employee, or an employee's family member(s), is suffering from domestic abuse, stalking, sexual assault, physical or mental illness, or requiring preventative medical care.** Unpaid family leave can have extremely detrimental effects, including food and housing insecurity.⁴² Employees struggling with familial matters should not have to choose between making money and caring for their loved ones.

Parental leave is necessary in cases of childbirth, foster care, or adoption.

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Without the option of paid leave, parents may be forced to send their child to school sick or delay seeking necessary medical attention because they are unable to miss work.⁴³

PAID SICK LEAVE

Paid sick leave removes the incentive to report to work when sick which betters the overall health of the workplace. With paid sick leave, workers can stay home to care for themselves while still having the money to pay their bills. COVID-19 highlights the importance of paid sick



leave, as staying home when sick can be the difference between spreading the virus and keeping people healthy. Low-income workers, sole breadwinners, and people in tough financial straits may not have the savings to sustain themselves in the event that they contract COVID-19, care for someone who has COVID-19, or quarantine after exposure.

70% of low-wage workers do not have paid sick days, and those who do rarely have benefits that extend beyond caring for themselves.⁴⁴ **In California, 99% of employers reported that the state's paid leave policy increased company morale, and 87% reported that the program did not increase company costs.**⁴⁵

PAID VOTING LEAVE

A comprehensive paid leave policy must also include paid time off to vote. Michigan does not have statewide paid time off for voting.⁴⁶ In 2016, only 56% of eligible voters participated in the federal election. Many non-voters cited a conflicting schedule as their reason not to vote.⁴⁷ Specifically, low-income workers face the trade-off between taking time off to vote and losing income. With long lines and wait times at the polls, low-income workers are even more disincentivized from voting. This further stresses the importance of non-essential municipal employees being offered the chance to vote via being offered paid leave on election day. Municipalities need to let municipal employees know well in advance whether they have to work on election day, as this allows employees to create a plan to vote if they so choose.

PAID LEAVE AND OTHER BENEFITS FOR PART-TIME WORKERS

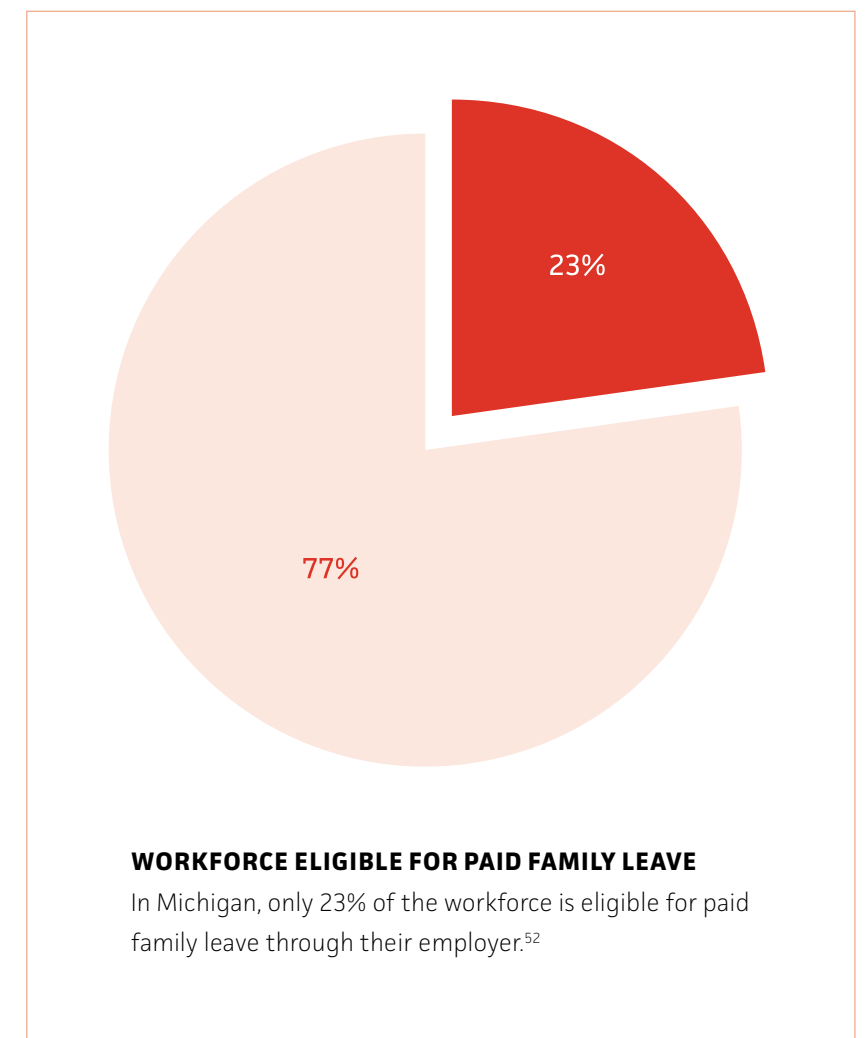
29% of persons with disabilities are employed part-time.⁴⁸ Many cannot work full-time due to transportation or medical issues and rely on part-time income and flexibility to afford rent, utilities, food, and medical bills. Unfortunately, part-time positions typically lack healthcare benefits or paid sick/medical leave. In the private sector, 73% of part-time workers do not even have access to one paid sick day.⁴⁹ For persons with disabilities, taking paid time off to address health concerns is a necessity. Providing paid leave and other health benefits to employees with disabilities is a disability rights and human rights issue, and local governments should provide healthcare to their part-time workers, regardless of disability status. Local governments should offer part-time workers paid leave and other part-time benefits comparable with the hours they work compared to full-time employees.

PAID LEAVE STANDARDS

Local governments have a duty to provide for and protect their constituents — including their own employees.

For full-time and part-time workers, a standard of at least 12 weeks of at minimum partial income replacement due to a newborn child or a family medical emergency.⁵⁰ As of 2019, Michigan's "Paid Medical Leave Act" declared part-time workers ineligible to receive paid medical leave.⁵¹ Municipalities should provide all of their employees, regardless of status, with the opportunity to accrue and use sick and paid leave. Paid and sick leave should begin at the commencement of employment, and a baseline amount of hours should be allowed to be carried over to the next calendar year. The usage of leave may be requested by the employee for myriad reasons including when an employee or family member is suffering from domestic abuse, stalking, sexual assault, physical or mental illness, and more. Municipalities should offer their employees either the day off to vote or work with employees to create a plan so that they can vote.

When conducting bid evaluations, local governments should also collect information on contractors' paid leave standards to evaluate whether or not contractors are supporting community members by providing them with this essential benefit.



EQUAL PAY ORDINANCE

BY: MARISSA THOMAS

The following sections use gendered terms, such as man/woman and mother/father. This language is utilized because it is reflective of language used within the research cited.

Women comprise nearly half of the U.S. labor force and represent significant percentages of various industries, including many deemed essential. Women are the backbone of this country: they risk their lives, health, and more to support its wellbeing.

Despite the enactment of the Equal Pay Act and other civil rights laws, women still face a severe wage gap in almost every industry. Currently, a woman working full-time makes 82 cents for every dollar a man makes.⁵³ This pay disparity is even bigger for women of color. Black women are paid 63 cents for every dollar a non-Hispanic white man makes. Latina women are paid only 54 cents for every dollar.⁵⁴ These harmful disparities have severe consequences for women and their families. A woman's economic stability, ability to support herself and her family, and potential to retire later in life is threatened when there is a wage gap.

WHY ARE WOMEN PAID LESS?

Women are paid less than men due to sexism. This results from stark societal expectations for women and mothers compared to men and fathers, a lack

of women-friendly policies and initiatives in the workplace, and implicit or explicit discrimination.⁵⁵ Mothers who go back to work suffer a "motherhood penalty," resulting in a lower likelihood of being hired and a pay cut if hired.⁵⁶ The motherhood penalty is a relative decrease in pay that results from the perception that women do not work as hard after they have children, even though studies show that this is not true. Fathers face no such penalty.⁵⁷ Examples of the "motherhood penalty" include instances where new mothers are not considered for a promotion or raise based on stereotypes that they are suddenly 'unreliable' or 'absent-minded'.

Communities thrive when women are empowered and given the tools and resources to succeed. Local governments have a responsibility to ensure that women and men are paid equal wages - ultimately promoting economic mobility and security for the women that local governments employ.

EQUAL PAY FOR PEOPLE WITH DISABILITIES

Within the U.S., approximately 26% of adults are living with a disability.⁵⁸ Disabilities may inhibit a person's ability to perform self-care actions or live independently and thus

impose challenges for seeking employment.

According to the Bureau of Labor Statistics, 19.1% of persons with disabilities are employed in comparison to the 63.7% of persons without disabilities.⁵⁹ While laws exist that prevent discrimination against persons with disabilities, such as the Americans with Disabilities Act, employer prejudice greatly influences whether or not a person is hired. Common misconceptions describe persons with disabilities as being unable to work or requiring expensive accommodations.⁶⁰

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Local governments should ensure that they are not discriminating based on disability status. And they should mandate the same of companies that contract with them.

PAY TRANSPARENCY

Local governments must explicitly make equal pay policies a priority. One way to address and ensure equal pay is through pay transparency. **Hiding pay hides the problem of the wage gap.** Employers can hide gender and racial pay gaps by forbidding employees to discuss pay and benefits.⁶¹ Workers may fear retaliation for disclosing pay in the workplace, which further perpetuates wage gaps.⁶² Local governments must guarantee their workers the right to have conversations about pay. When workers are informed, they will be better able to advocate for themselves and reduce the pay gap.

Multiple states and DC currently have policies banning retaliation against workers disclosing and discussing pay.⁶³ These measures lack support in Michigan at the state level. But local elected officials can ensure that their own employees are paid equally. This requires pay transparency policies.

SALARY HISTORY

When employers use historic salaries to determine current pay, they perpetuate the wage gap.⁶⁴ Because women and people of color are often paid less due to discrimination, when employers take past salary history into account they are perpetuating that cycle instead of evaluating employees based on merit and based on the value they create for the workplace.

YEARLY EQUAL-PAY AUDITS

Cities, townships, counties, villages, and school boards must heed the call to end gender pay disparities by conducting yearly pay audits of their own employees to ensure that everyone is paid equally and fairly. However, pay equality is not limited to two genders but must include non-binary and transgender people. By considering individuals of all genders, local governments can evaluate and end pay disparities for everyone. Submitting yearly pay reports allows contractors and municipalities to ensure equal pay amongst their employees, thus breaking down pay disparities by race and gender.

The U.S. Department of Labor Women's Bureau provides standards for conducting a self-audit through a series of questions.⁶⁵



Municipalities conducting a self-audit and contractors performing a self-audit should use these questions as guidance.

UNIONS FIGHT THE PAY GAP

Local governments must protect one's ability to join unions in fighting the gender pay gap. Through collective bargaining, unions are able to better fight for equal pay for its workers through requesting higher pay and pay transparency.⁶⁶ Women who are unionized workers face lower pay gaps, but the percentage of women who belong to unions is low.⁶⁷ Local governments, then, should preserve the rights of their workers to collectively bargain and form unions, as outlined in this index in the

fair labor access standards in the municipal operations section.

CONCLUSION

In 2017, the San Diego City Council passed its own equal pay ordinance, making it the largest municipality in the U.S. to pass equal pay policies. The ordinance works in conjunction with California's equal pay act and contractors.⁶⁸ This ordinance includes recording wages and complying with audit requests, and failure to do either results in monetary fines.⁶⁹



FAIR CHANCE ORDINANCE

BY: MAHNOOR IMRAN

Approximately 77 million Americans have a criminal record.⁷⁰ Unfortunately, those with criminal records face barriers to welfare, housing, education, and employment. This marginalization punishes them even after serving their sentence, further contributing to prison recidivism. From an economic standpoint, it is estimated that employment losses among people with criminal records cost as much as \$65 billion per year.⁷¹ As such, municipal governments must take the lead in implementing robust non-discriminatory policies to ensure that Americans with criminal records are treated with dignity and

are given the means to provide for themselves and their families. This can be done through adopting fair chance (“ban the box”) policies which eliminate questions about conviction history from job applications and either forgo background checks if not necessary given the nature of the job or delay background checks in the hiring process.

THE CARCERAL SYSTEM, LABOR MARKET, AND RACISM

To understand the interactions between the criminal justice system and the labor market, policymakers

must also be mindful of how people of color, particularly Black, Latinx, and Indigenous communities, are disproportionately impacted in these markets. Discriminatory practices in hiring are perpetuated by high rates of policing and incarceration of people living in communities of color, many of which are low-income and poverty-stricken.⁷² According to a U.S. Sentencing Commission report, Black men received 19.1% longer sentences for the same federal crimes that white men were convicted of between 2012 and 2016.⁷³ Furthermore, white defendants are 25% more likely

than Black defendants to have their initial charge dropped or reduced to a lesser crime. They are also more likely to be convicted without incarceration and to not be convicted at all.⁷⁴ Therefore, racial minorities are more likely to suffer the harsh repercussions of having a criminal record due to such profound disparities in the conviction process. Criminal background checks also disadvantage those who have been arrested or charged for demonstrating. Regardless of a prior arrest or conviction, it is also critical to note that implicit bias, hiring discrimination, pay disparities, and other systemic obstacles can play a substantial role in negatively affecting their experiences in the labor market.⁷⁵

WHAT IS “BAN THE BOX”?

In 1998, Hawaii passed landmark legislation restricting employers from accessing someone’s criminal history until after a job offer was made. A national movement was created over a decade later when Minnesota decided to enact similar legislation. “Ban the box” policies prohibit employers from asking criminal history questions on employment applications. Since 1998, 33 states and over 150 municipalities have enacted such policies. The “box” refers to the physical box on job applications that applicants must “check” if they have a criminal history. “Ban the box” policies prohibit this box from being displayed on job applications, allowing job

applicants to forgo discussing their conviction history with employers until it’s necessary.

Although there is a lack of evidence to suggest that individuals with conviction histories perform worse on the job or are more likely to commit workplace crimes than their counterparts, many employers have a negative bias against applicants with criminal records. The intent of fair chance policies is for employers to give applicants an assessment of their qualifications before potentially conducting a background check, thus reducing the likelihood that they will be rejected simply on the basis of their conviction history.

Research indicates that this policy can increase callback rates for people with criminal records.⁷⁶ Case studies demonstrate that hiring rates for individuals with criminal records increased after its implementation.⁷⁷

BAN THE BOX IN LOCAL GOVERNMENTS

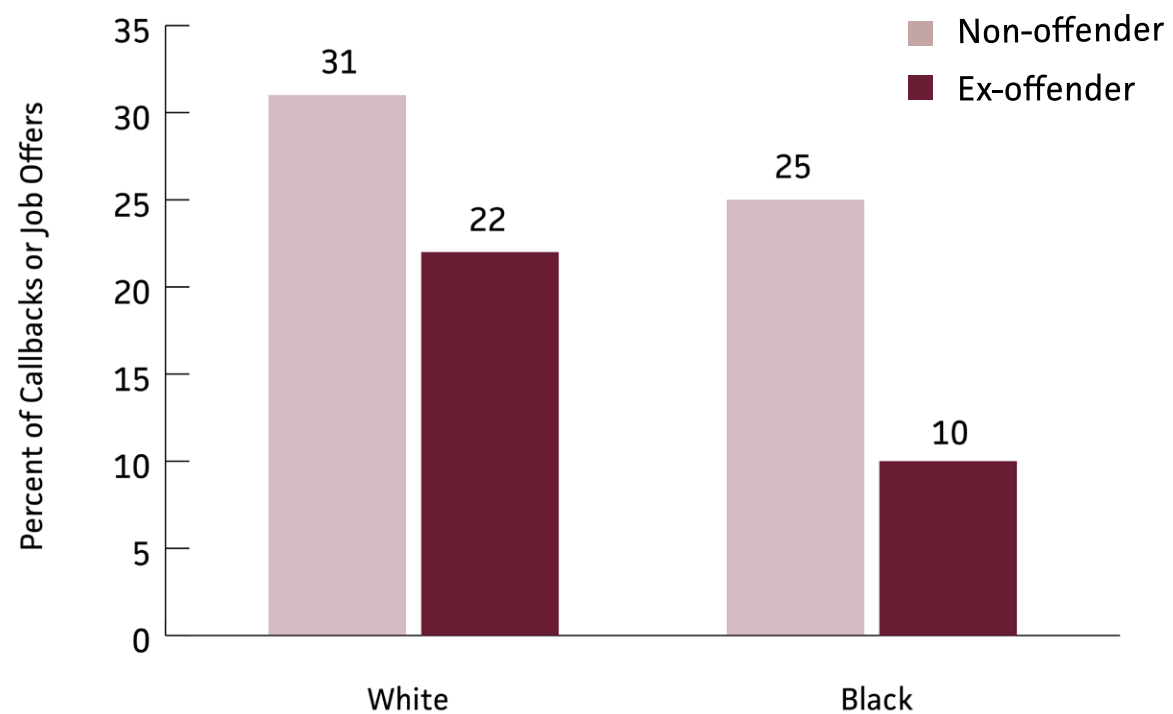
The National Employment Law Project published a [comprehensive toolkit](#) for policymakers looking to enact this measure at the local level. This includes a sample administrative memo, resolution, and ordinance.

This policy has also been enacted at the county and municipal levels in Michigan. The City of Ann Arbor recognized that the box on the application might inadvertently prevent employment opportunities

RACIAL MINORITIES ARE MORE LIKELY TO SUFFER THE HARSH REPERCUSSIONS OF HAVING A CRIMINAL RECORD...

and potentially exacerbate already precarious socioeconomic circumstances. In 2014, they voted unanimously to ban the box for municipal employment and specified that if the municipality denies an applicant based on their conviction history, the municipality must conduct an individualized assessment that considers factors recommended by the U.S. Equal Employment Opportunity Commission. More recently, in 2019, the Oakland County Board of Commissioners also voted to ban the box from government job applications for the purpose of expanding economic opportunities for individuals with conviction histories.

THE EFFECT OF RACE AND CRIMINAL BACKGROUND ON EMPLOYMENT OPPORTUNITIES



THE EFFECT OF RACE AND CRIMINAL BACKGROUND ON EMPLOYMENT OPPORTUNITIES. Pager, D., Western, B., & Sugie, N. (2009). Sequencing Disadvantage: Barriers to Employment Facing Young Black and White Men with Criminal Records. *The Annals of the American Academy of Political and Social Science*, 623(1), 195–213. <https://doi.org/10.1177/0002716208330793>

ADDRESSING COMMON CONCERNS

The National Employment Law Project acknowledges that some convictions are “directly related” to a job’s “duties and responsibilities.”⁷⁸ An applicant with a pedophilia conviction, for instance, should not hold a job requiring close interaction

with children. If they merely have a minor drug possession charge from decades ago, however, that probably ought to be overlooked.

Background checks may be entirely unnecessary when jobs do not require unsupervised access to sensitive populations or information.

But when a job does, employers may make reasonable determinations regarding which charges and convictions signal an applicant’s unsuitability. It is best, however, that employers nonetheless give applicants the benefit of the doubt to avoid inequity.

CONCLUSION

Given the state of the criminal justice system in our country today, fair chance policies play an essential role in improving reentry outcomes for formerly incarcerated individuals who deserve to have opportunities for redemption and growth. Local governments can set a positive example for local businesses by establishing a just paradigm in their hiring practices.





81% OF PEOPLE
WITH DISABILITIES
IN MICHIGAN ARE
UNEMPLOYED.

DISABILITY-INCLUSIVE HIRING AND EMPLOYEE ADMINISTRATION

BY: ANNABELLA VIDRIO

81% of people with disabilities in Michigan are unemployed.⁷⁹ However, this percentage is not due to a lack of desire or effort, but rather ableist hiring and employment practices. Ableism is defined as discrimination against disabled people and in favor of non-disabled people. Discrimination in the workplace not only hinders them from doing their job well but also from providing for themselves and for their family. In Michigan alone, 831 discrimination claims were made with the Equal Employment Opportunity Commission in 2017.⁸⁰

Local governments and school boards can support these employees by creating disability-inclusive hiring and employee administration processes. These small changes will expand opportunities for disabled people to find and maintain gainful employment.

DISABILITY-INCLUSIVE HIRING PROCESS

Here are common barriers in the hiring process and easy solutions local governments can employ.

Rethink job descriptions and responsibilities. To create an inclusive hiring environment, local governments

should re-evaluate job responsibilities to make reasonable accommodations for persons with disabilities. Jobs that require their employees to lift heavy objects discourage individuals with physical disabilities from applying. The “must be able to lift 50 lbs” requirement should be eliminated from all positions that it is not absolutely necessary for.

Budget for accommodations.

Accommodating disabled employees has some costs associated with it. Although it is illegal to discriminate against people with disabilities, discrimination still happens. Local governments can combat this by creating yearly budgets that account for employee accommodations so, if costs arise, the funds are ready.

Allow education equivalents.

Some disabled people have limited access to traditional educational opportunities and gain experience through working, self-study, or other non-traditional methods. Instead of listing “Bachelor’s degree required,” list “Bachelor’s degree or equivalent experience.”

Provide transportation stipends.

Some disabled people face long travel times, unreliable public transit, or

expensive rideshare programs in order to attend job interviews. As public transit is not always accessible, local governments should offer a transportation stipend and designate a contact for applicants to reach out to with accessibility concerns so that disabled applicants are not prevented from applying. Alternatively, offer virtual interviews.

Provide interview questions ahead

of time. Neurodivergent applicants with anxiety, those who struggle with auditory processing, and those who struggle with organization will benefit from receiving guiding questions or scripts of interview questions before the interview so they can provide adequate responses.

Do not use personality tests or ADS

(Automatic Detection Systems) to screen applicants. ADS personality tests create an automated hierarchy based on how “well” you do on them. Personality tests don’t take into account how different people process information or communicate differently. People with intellectual or developmental disabilities may score poorly on personality tests, especially

those that require deciphering social cues. In turn, personality tests distributed by AI/ADS systems can rule out disabled applicants before an employer even gets to meet the applicant themselves. It is recommended by the Equal Employment Opportunity Commission that employers move away from personality tests and, instead, ask questions that directly relate to the job at hand.⁸¹

DISABILITY-INCLUSIVE EMPLOYEE ADMINISTRATION

Disability-inclusive hiring processes are just the beginning. Workplaces must maintain this mindset for their active employees. Below are ways for employers to ensure a disability-inclusive workspace:

Have flexible work conditions. One way an employer can meet the needs of their workers with disabilit-

MICHIGAN'S LOCAL GOVERNMENTS HAVE THE POWER TO DECREASE UNEMPLOYMENT RATES AMONGST PEOPLE WITH DISABILITIES.

ies is by offering flexible in-person and at-home work positions. For people with mobility struggles or who are immunocompromised, navigating small office spaces or frequent in-person attendance is a challenge. Others may work better in low-stimulation environments or have to work irregular hours. Examples of this include providing a flexible work schedule, offering part-time positions, adjusting equipment, or restructuring on-site work responsibilities.⁸²

Provide tools for remote work.

Working from home poses its own obstacles. Computers, reliable Wi-Fi, and other items necessary for remote work come at a high expense. Providing complimentary materials for remote positions can alleviate the financial burden and encourage employees to work from home if needed.

Offer disability-specific resources.

Persons with disabilities face unique challenges that are often not solved through generalized procedures. Discrimination against disabilities in the workplace is a common occurrence and requires its own resources. Establishing a disability-specific employee resource group would support a safe environment where all employees may address issues and receive the help they deserve.

Create a grant program for businesses paying subminimum wage in your jurisdiction. Subminimum wage certificates permit businesses to pay workers with intellectual

disabilities below the minimum wage, sometimes under \$1. This is discussed more in the living wage policy brief. To eliminate the use of subminimum wage in their jurisdiction, local governments can offer a grant program to employers transitioning away from paying subminimum wages. The federally-proposed Transformation to Competitive Integrated Employment Act would offer grants to transition to minimum wage to states or employers who pay subminimum wages.⁸³ Implementing this program will encourage employers to maintain and hire employees with disabilities.

Do not use “bossware” or productivity management systems.

“Bossware” and other productivity management systems are designed to track worker productivity through various algorithms. They often utilize facial and audio recognition software or track the time taken to complete assignments to score employees' abilities. However, bossware and other systems can violate the ADA rights of many who have disabilities. Facial or audio recognition can easily misrepresent a person's productivity. The time taken to complete a task may be longer for some than others, and the standard often does not assume the longer times needed for those with disabilities. These systems judge employees without reasonable accommodation built in.⁸⁴ As with

recommendations toward a more equitable hiring process, the ADA recommends inclusive algorithms in software or, preferably, reducing or eliminating its use altogether.⁸⁵

APPENDIX

Below is a collective of articles, blogs, videos, and other resources that promote disability-inclusive workplaces, available online:

- [6 Disability-Inclusive Best Practices for Your Recruitment Process](#)
Keywords: Accessibility, Diversity, Accommodations
- [Diversity and Inclusion | U.S. Department of Labor](#)
Keywords: Perspective, Resource Networks, Intersecting Identities
- [8 Essential Traits of an Inclusive Workplace](#)
Keywords: Commitment, Uniqueness, Collaborative
- [How to Build and Support Neurodiversity in the Workplace | Great Place to Work®](#)
Keywords: Engagement, Amplify, Diverse Workforce
- [Neurodiversity Is a Competitive Advantage](#)
Keywords: New Opportunities, Uncovered Talent, Pioneers



NON-DISCRIMINATION ORDINANCE

BY: MARISSA THOMAS AND JASMINE KALTENBACH

Discrimination in the workplace is a serious issue affecting workers and their families. In 2017, Michigan was 12th in the nation for the number of discrimination claims submitted to the Equal Employment Opportunity Commission (EEOC⁸⁶). When workers are denied employment, promotions, benefits, other workplace opportunities due to attributes such as gender, race, or religion, they are denied socioeconomic mobility and the ability to support themselves and their families. In addition, workplace discrimination fosters an environment of inequity and disproportionately affects marginalized communities, and reinforces institutionalized discrimination.

Prior to 2023, in order to protect LGBTQ+ workers from workplace discrimination, local governments in Michigan had to pass their own

ONLY 22% OF THE STATE HAS LOCAL ORDINANCES IN PLACE THAT CLEARLY PROTECT EMPLOYEES ON THE BASIS OF SEXUAL ORIENTATION AND GENDER IDENTITY.

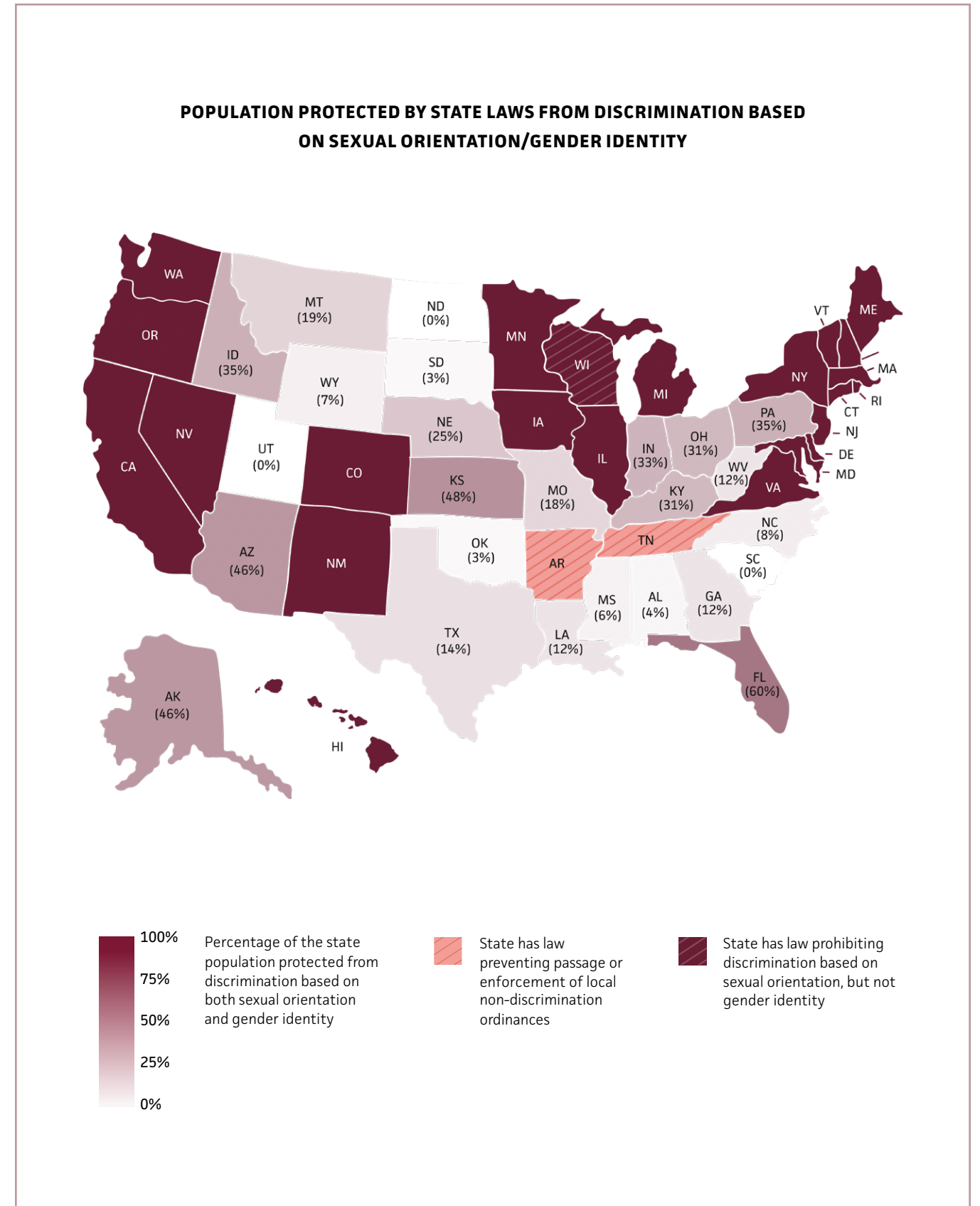
gender identity.⁸⁷ We applaud the municipalities that were ahead of state and national Supreme Court cases on this crucial issue, and we applaud the legislators in Michigan's state legislature who made it one of their first priorities to ensure that no form of workplace discrimination can or will be tolerated in Michigan.

Municipalities with non-discrimination ordinances provide an extra layer of protection for LGBTQ+ workers because these workers can seek redress at the local level instead of the state level, likely an easier process.

non-discrimination ordinances. However, the Michigan Legislature passed Public Act 6 of 2023 to amend the Elliot Larsen Civil Rights Act to do just that. Now all workers, regardless of their sexuality or gender identity, are protected in Michigan.

Prior to PA 6 of 2023, only 22% of the state had local ordinances in place that clearly protect employees on the basis of sexual orientation and

1 in 5
LGBTQ+ workers report discrimination on the job⁹⁴



FAIRNESS SCORING CRITERIA

Paid Leave (Family, Medical, Sick)

	Points	Points Available
A minimum 12 weeks paid leave for a serious health condition, childbirth or adoption of a child, or the serious illness of a child, parent, spouse, or domestic partner.	0	2
Part-time employees have access to paid family, medical, sick, and voting leave commensurate with their hours worked comparable to full time employees.	0	2
Paid family and medical leave are not counted as an absence that may lead to or result in discipline, discharge, demotion, suspension or any other adverse action.	0	1
Paid sick days laws explicitly allow for workers to use their accrued time in the event of a public health emergency.	0	1
SCORE	0 out of 6	6

Equal Pay Ordinance

	Points	Points Available
Doesn't penalize workers for speaking openly about salary information.	0	2
Takes more than just past salaries for a position into account when determining wages.	0	1
Yearly, review how much employees are paid in all departments and determine if there are inequities between disabled people and non-disabled people, men and women, people of color, and members of the LGBTQ+ community, and require the same of their contractors.	0	2
SCORE	0 out of 5	5

Fair Chance Ordinance

	Points	Points Available
Doesn't use the language "ex-convict" or "ex-felon".	0	1
Creates a criminal background check system that does not require background checks until later in the process, pursuant to guidelines in NELP.	0	2

Stipulates that applicants have a right to be informed if their application is rejected on the basis of their criminal history and the applicants have the right to submit evidence of mitigation or rehabilitation in response.

0 1

SCORE 0 out of 4 4

BONUS: Disability-Inclusive Hiring and Employee Administration

	Points	Points Available
Removes barriers in the hiring process such as redesigning jobs, making budget accommodation, allowing education equivalents, and providing transportation stipends.	0	2
Provide healthcare for part-time employees.	0	1
Continue inclusive practices from the hiring stages and through employee administration policies.	0	1
SCORE	0 out of 4	4

BONUS: Non-Discrimination Policy

	Points	Points Available
Prohibits discrimination against sex, race, gender, gender identity, sexual orientation, and union affiliation.	0	1
SCORE	0 out of 1	1

FINAL SCORE 0 out of 15 15

FINAL SCORE WITH BONUS 0 out of 20 20

Required documentation includes copies of relevant city code and/or copies of press statements, resolutions, or social media posts. For more information about city selection, criteria, or the MSI scoring system, visit advocates.miaflcio.org. All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email advocates@miaflcio.org.

ENDNOTES

37 Paid Leave Means a Stronger Michigan. National Partnership for Women & Families. (February 2022) <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-means-a-stronger-michigan.pdf>

38 *Resolution 37: Passing the Employment Non-Discrimination Act: Protecting America's Workers* | AFL-CIO. (n.d.). Retrieved May 19, 2020, from <https://aflcio.org/resolutions/resolution-37-passing-employment-non-discrimination-act-protecting-americas-workers>

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