

HB5579 • Michigan

Labor: fair employment practices; use of electronic monitoring or automated decisions tools by an employer; prohibit except for certain purposes. Creates new act.

Introduced

Risk: Medium

Comprehensive

Last Action (Feb 26, 2026): Bill Electronically Reproduced 02/24/2026

Summary

HB5579 restricts employer use of electronic monitoring and automated decision tools, allowing exceptions for specific purposes.

Business Impact

If you use AI for hiring, you must conduct impact assessments and obtain consent or face compliance issues.

Key Provisions

- Sec. 4: Restrictions on automated decision tools with exceptions for job application screening.
- Sec. 5: Permitted uses of electronic monitoring tools and requirements for notice and consent.
- Sec. 9: Requirement for impact assessments of tools to evaluate biases and compliance.

Compliance Checklist

- Conduct an impact assessment of automated decision-making tools | Who: Employers | Penalty: Civil sanctions for non-compliance
- Provide written notice and obtain consent from covered individuals | Who: Employers | Penalty: Civil sanctions for non-compliance

Industries Affected

Data Privacy

Technology

Employment

Human Resources

Topics

AI in Employment

Automated Decision-Making

Bill Sponsors

Name	Party	Role
Tim Kelly	Republican	Cosponsor
94		Cosponsor
Steven Johnson		Cosponsor
Laurie Pohutsky	Democratic	Primary
Rachel Hood		Cosponsor
Cynthia Neeley	Democratic	Cosponsor
Christine Morse		Cosponsor
Kara Hope	Democratic	Cosponsor
William Sowerby		Cosponsor
Padma Kuppa		Cosponsor
Julie Rogers	Democratic	Cosponsor
Felicia Brabec		Cosponsor

Official Source

<https://legislature.mi.gov/Bills/Bill?ObjectName=2026-HB-5579>

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