

# HOUSE BILL NO. 4401

April 12, 2023, Introduced by Reps. Whitsett, Breen, Farhat, Hood, Brabec, Morse, Price, Weiss, Snyder, Brenda Carter, Tsernoglou, Hope, Haadsma and Scott and referred to the 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 14 (MCL 408.484).

## THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1           Sec. 14. (1) ~~An~~ Except as provided in subsection (2), an

1 employer ~~who~~ **that** violates this act ~~, including failure to pay the~~  
2 ~~wages and fringe benefits due an employee as provided in this act,~~  
3 is guilty of a misdemeanor.

4 **(2) An employer that violates section 13a a second or**  
5 **subsequent time is guilty of a felony punishable by imprisonment**  
6 **for not more than 2 years, a fine of not more than \$10,000.00, or**  
7 **both, for each violation.**

8 Enacting section 1. This amendatory act takes effect 90 days  
9 after the date it is enacted into law.