

**SUBSTITUTE FOR  
HOUSE BILL NO. 4176**

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 8 (MCL 408.478).

**THE PEOPLE OF THE STATE OF MICHIGAN ENACT:**

1           Sec. 8. (1) ~~An~~ **Except as otherwise provided in this**  
2 **subsection, an** employer, agent or representative of an employer, or  
3 other person having authority from the employer to hire, employ, or  
4 direct the services of other persons in the employment of the



1 employer shall not demand or receive, directly or indirectly from  
2 an employee, a fee, gift, tip, gratuity, or other remuneration or  
3 consideration, as a condition of employment or continuation of  
4 employment. This subsection does not apply to fees—**any of the**  
5 **following:**

6 (a) **Fees** collected by an employment agency licensed under the  
7 laws of this state.

8 (b) Subject to subsection (3), the following remuneration or  
9 consideration collected by a law enforcement agency under a signed  
10 agreement entered into on or after the effective date of the  
11 amendatory act that added this subdivision:

12 (i) If the employee voluntarily leaves employment with the law  
13 enforcement agency not more than 1 year after the date the  
14 employee's law enforcement training academy ended, 100% of the cost  
15 of the law enforcement training academy up to and not exceeding the  
16 employee's salary for the first year of employment with the law  
17 enforcement agency.

18 (ii) If the employee voluntarily leaves employment with the law  
19 enforcement agency more than 1 year but less than 2 years after the  
20 date the employee's law enforcement training academy ended, 75% of  
21 the cost of the law enforcement training academy up to and not  
22 exceeding the employee's salary for the first year of employment  
23 with the law enforcement agency.

24 (iii) If the employee voluntarily leaves employment with the law  
25 enforcement agency 2 years or more but less than 3 years after the  
26 date the employee's law enforcement training academy ended, 50% of  
27 the cost of the law enforcement training academy up to and not  
28 exceeding the employee's salary for the first year of employment  
29 with the law enforcement agency.



1 (iv) If the employee voluntarily leaves employment with the law  
2 enforcement agency 3 years or more but less than 4 years after the  
3 date the employee's law enforcement training academy ended, 25% of  
4 the cost of the law enforcement training academy up to and not  
5 exceeding the employee's salary for the first year of employment  
6 with the law enforcement agency.

7 (c) Remuneration or consideration collected by an employer  
8 under an optional education repayment agreement in which the  
9 employer offers to fund an employee's education with the  
10 understanding that the employee will repay the costs incurred  
11 unless the employee remains with the employer for a specific  
12 period.

13 (2) Except for a contribution required or expressly permitted  
14 by law or by a collective bargaining agreement, an employer shall  
15 not require an employee or a person seeking employment to  
16 contribute directly or indirectly to a charitable, social, or  
17 beneficial purpose as a condition of employment or continuation of  
18 employment.

19 (3) An agreement under subsection (1)(b) must contain the  
20 following terms:

21 (a) That the employer will pay the cost of a law enforcement  
22 training academy required for that employee to obtain a license  
23 under the Michigan commission on law enforcement standards act,  
24 1965 PA 203, MCL 28.601 to 28.615.

25 (b) The conditions under which the payment under subdivision  
26 (a) will be provided and under which repayment to the employer by  
27 the employee or another person may be required.

28 (c) That remuneration or consideration from the employee will  
29 be waived by the employer if the employee is not required to be



1 licensed as a law enforcement officer under the Michigan commission  
2 on law enforcement standards act, 1965 PA 203, MCL 28.601 to  
3 28.615, within any of the following:

4 (i) One year after leaving employment with the employer. This  
5 subparagraph applies if the employee voluntarily leaves employment  
6 with the law enforcement agency not more than 1 year after the date  
7 the employee's law enforcement training academy ended.

8 (ii) Two years after leaving employment with the employer. This  
9 subparagraph applies if the employee voluntarily leaves employment  
10 with the law enforcement agency more than 1 year and less than 4  
11 years after the date the employee's law enforcement training  
12 academy ended.

13 (4) As used in this section:

14 (a) "Law enforcement agency" means that term as defined in  
15 section 2 of the Michigan commission on law enforcement standards  
16 act, 1965 PA 203, MCL 28.602.

17 (b) "Law enforcement training academy" means that term as  
18 defined in section 2 of the Michigan commission on law enforcement  
19 standards act, 1965 PA 203, MCL 28.602.

