

**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 Enacting section 1. This amendatory act does not take effect
20 unless Senate Bill No. 32 of the 102nd Legislature is enacted into
21 law.