

SENATE BILL No. 884

November 9, 1999, Introduced by Senator JAYE and referred to the Committee on Human Resources, Labor, Senior Citizens and Veterans Affairs.

A bill to require an employee to use the value of vacation time accrued during a work year by the end of that work year; and to prohibit an employer from carrying forward the value of an employee's vacation time accrued during a work year to a subsequent work year.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

Sec. 1. As used in this act:

(a) "Employee" means a person who performs a service for wages or other remuneration under a written or oral contract for hire. Employee does not include an individual in the classified state civil service whose conditions of employment are regulated by the civil service commission.

(b) "Vacation time" means a period of vacation available to an employee in a work year and for which his or her employer is obligated to pay him or her wages or other benefits.

1 (c) "Work year" means a full year in which an employee
2 provides services to an employer for wages or other remuneration
3 under a written or oral contract for hire.

4 Sec. 2. (1) By the end of each year that an employee has
5 worked for an employer, and in accordance with any contract for
6 hire between the employee and employer, the employee shall use,
7 take the value of, or forfeit vacation time that has accrued to
8 him or her during that work year.

9 (2) An employer shall not allow an employee to carry forward
10 vacation time earned during 1 work year to a subsequent work
11 year.