

# SENATE BILL No. 126

February 6, 2001, Introduced by Senator JAYE and referred to the Committee on Human Resources and Labor.

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:

1       Sec. 1. As used in this act:

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

7       (b) "Vacation time" means a period of vacation available to  
8 an employee in a work year and for which his or her employer is  
9 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.