

# HOUSE BILL No. 5185

October 21, 2003, Introduced by Reps. Gillard, Sheltroun, O'Neil, Elkins, McConico, Jamnick, Hoogendyk, Tobocman, Gleason, Bieda, Rivet, Pappageorge, Hopgood, Brown, Adamini, Vander Veen, Ward, Byrum, Gielegem, Sak, Plakas, Minore, Whitmer, Zelenko, Lipsey, Dennis, Accavitti, Kolb, Vagnozzi, Gaffney, Wojno, Condino, Clack and Palsrok and referred to the Committee on Employment Relations, Training and Safety.

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 3 (MCL 408.473).

## THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1       Sec. 3. (1) An employer shall pay fringe benefits to or on  
2       behalf of an employee in accordance with the terms set forth in  
3       the written contract or written policy.

4       (2) An employer that provides leave with pay to an employee  
5       following the birth of the employee's child shall provide the  
6       same leave with pay to an employee when a child is placed with  
7       the employee for adoption at birth.