



**Senate Fiscal Agency**  
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BILL



ANALYSIS

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Senate Bills 483, 485, and 486 (as introduced 6-22-17)

Sponsor: Senator Ken Horn (S.B. 483)

Senator Jim Stamas (S.B. 485)

Senator Jim Ananich (S.B. 486)

Committee: Commerce

Date Completed: 5-15-18

### **CONTENT**

**Senate Bills 483 and 486 would amend the Workforce Opportunity Wage Act and Public Act 106 of 1903, which pertains to the duties of employers arising from the offer and acceptance of inducements for the performance of work away from home, respectively, to specify that the Act would not apply to an individual who was at least 16, but less than 21, years of age in his or her capacity as a junior ice hockey player for a junior ice hockey team.**

**Senate Bill 485 would amend the Youth Employment Standards Act to specify that it would not apply to a minor in his or her capacity as an ice hockey player for a junior ice hockey team.**

Senate Bills 485 and 486 are tie-barred to Senate Bill 483. Each bill would take effect 90 days after its enactment.

### **Senate Bill 483**

The Workforce Opportunity Wage Act prescribes the minimum wages for employees in the State, and includes provisions pertaining to a minimum wage for training an individual under 20 years old, overtime, compensatory time off, violations of the Act, and other matters. The Act does not apply to certain individuals.

The bill specifies that the Act would not apply to an individual who was 16 years of age or older but less than 21 years of age in his or her capacity as a junior ice hockey player for a junior ice hockey team that was a member of a regional, national, or international junior ice hockey league.

### **Senate Bill 485**

The Youth Employment Standards Act prescribes standards for the employment and protection of minors (individuals under 18 years old). These include requirements for work permits for minors, meal and rest periods, days and hours of employment, and exemptions from the Act's requirements for emancipated minors, or minors completing requirements for graduation or high school equivalency credit.

The bill specifies that the Act would not apply to a minor in his or her capacity as an ice hockey player for a junior ice hockey team that was a member of a regional, national, or international junior ice hockey league.

### **Senate Bill 486**

Public Act 106 of 1903 requires a prospective employer who induces another person, by a promise of wages or other valuable consideration, to agree to work for the employer at a point away from his or her home locality to specify in writing the terms and conditions of the employment, as well as other information. The Act prohibits a prospective employer from making such an offer to a child under 16 years of age unless the employer obtains the written consent of the child's parents, as well as the consent of the truant officer or county agent of the Department of Health and Human Services for the locality where the child belongs. A person who violates the Act is subject to a maximum fine of \$25, or imprisonment for at least 10 days but not more than 60 days.

The bill specifies that the Act would not apply to an individual who was 16 years of age or older but less than 21 years of age in his or her capacity as an ice hockey player for a junior ice hockey team that was a member of a regional, national, or international junior ice hockey league.

MCL 408.420 (S.B. 483)  
Proposed MCL 409.118a (S.B. 485)  
Proposed MCL 408.582a (S.B. 486)

Legislative Analyst: Jeff Mann

### **FISCAL IMPACT**

#### **Senate Bills 483 & 485**

The bills would have no fiscal impact on State or local government.

### **Senate Bill 486**

The bill would have no fiscal impact on the State and could have a positive fiscal impact on local government. It is unknown how many individuals would be prosecuted absent the exception in the bill, but a violation of the Act is punishable by a fine of up to \$25 or imprisonment of between 10 and 60 days. Any reduction in arrests and convictions could reduce resource demands on law enforcement, court systems, and jails. Any associated decrease in fine revenue would reduce funding to public libraries.

Fiscal Analyst: Ryan Bergan  
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This analysis was prepared by nonpartisan Senate staff for use by the Senate in its deliberations and does not constitute an official statement of legislative intent.