

HOUSE BILL NO. 4317

April 16, 2025, Introduced by Reps. Tsernoglou, McKinney, Weiss, Xiong, Rheingans, Byrnes, Breen, McFall, Wegela, B. Carter, Hoskins, Conlin, O'Neal, Longjohn, Price, MacDonell and Andrews and referred to Committee on Economic Competitiveness.

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 18 (MCL 408.488).

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 18. (1) The department shall order an employer ~~who~~**-that**

1 violates section 2, 3, 4, 5, 6, 7, or 8 to pay **any of** the
2 following:

3 (a) Wages due to the employee.

4 (b) Fringe benefits due to or on the behalf of the employee in
5 accordance with ~~the terms set forth in~~ the written contract or
6 written policy.

7 (c) A penalty at the rate of ~~10%~~**100%** annually on the wages
8 and fringe benefits due **to the employee**, beginning at the time the
9 employer is notified that a complaint has been filed and ending
10 when payment is made.

11 (2) The department may order an employer ~~who~~**that** violates
12 section 2, 3, 4, 5, 6, 7, or 8 to pay to the employee exemplary
13 damages of not more than ~~twice~~**3 times** the amount of the wages and
14 fringe benefits ~~which~~**that** were due **to the employee**, if the
15 violation is flagrant or repeated.

16 (3) The department may order an employer ~~who~~**that** violates
17 section 2, 3, 4, 5, 6, 7, or 8 to pay attorney costs, hearing
18 costs, and transcript costs.

19 (4) The department may assess a civil ~~penalty~~**fine** of not more
20 than ~~\$1,000.00~~**\$10,000.00** against an employer ~~who~~**that** violates
21 this act. ~~, which~~**The civil penalty shall** ~~fine must~~ be credited to
22 the general fund of this state.

23 Enacting section 1. This amendatory act takes effect 90 days
24 after the date it is enacted into law.