

# HOUSE BILL No. 4470

February 26, 2009, Introduced by Reps. Neumann and Switalski and referred to the  
Committee on Families and Children's Services.

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 the  
3 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 SAME  
6 LEAVE WITH PAY TO AN EMPLOYEE WHEN A CHILD UNDER 5 YEARS OF AGE IS  
7 PLACED WITH THE EMPLOYEE FOR ADOPTION.