

Michigan

● **WAGE PAYMENT LAWS (*EMPLOYMENT FEES*)**

STATUTORY CITATION: Mich. Comp. Laws § 408.478

GENERAL SUMMARY: The state wage payment laws include a provision prohibiting employers from charging employees certain employment-related fees. The wage payment laws apply equally to agricultural and non-agricultural employment.

SPECIFIC TERMS AND CONDITIONS: An employer, or an agent of the employer (including a crew leader or labor contractor) having authority to hire or direct the services of the employer's workers, may not demand or receive a fee or other remuneration from a worker, directly or indirectly, as a condition of employment or continuation of employment, unless the person exacting the fee is licensed in Michigan as a personnel agent or agency.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY – Wage and Hour Division, Michigan Department of Licensing and Regulatory Affairs, Lansing, Michigan 48909 (517-284-7800; toll-free 855-464-9243). This agency is responsible for enforcing compliance with the wage payment laws, including the employment fee provision summarized above.

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY – Licensing Division, Bureau of Professional Licensing, Michigan Department of Licensing and Regulatory Affairs, Lansing, Michigan 48909 (517-373-8068). This agency handles the licensing of personnel agencies and monitoring of their business activities.

Minnesota

○ STATE LABOR LAWS (*EMPLOYMENT CONTRACTS*)

STATUTORY CITATION: Minn. Stat. §§ 181.55 – 181.57

GENERAL SUMMARY: When a contract of employment is consummated between an employer and a worker for services to be performed in Minnesota (or performed outside the state, but for a Minnesota employer), the employer must give the worker a signed agreement of hire which shows, among other things, (1) the date of agreement, (2) the date employment is to begin, (3) the rate of pay at which earnings will be computed, and (4) the number of hours constituting a regular day's work and the pay rate for any overtime to be paid. These provisions generally apply only to employers with 10 or more employees.

PROVISIONS APPLICABLE TO AGRICULTURE: The requirement for a written agreement of hire between employers and employees **does not apply** to farm labor.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY – *None.*

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY – *None.*

PRIVATE CIVIL ACTION — These provisions are enforced in civil court.

Texas

● MISCELLANEOUS LABOR LAWS (*COERCION OF EMPLOYEE TRADE*)

STATUTORY CITATION: Tex. Labor Code § 52.041

GENERAL SUMMARY: Chapter 52 of the state labor laws includes a provision prohibiting coercion of employee trade, implicitly applicable to both agricultural and non-agricultural workers.

SPECIFIC TERMS AND CONDITIONS: It is illegal for an employer or anyone else to require — or attempt to require — an employee to do business with a particular company, or to buy food, clothing or other goods from a particular store. Likewise, it is illegal to punish, fire or blacklist an employee for failing to buy from or otherwise do business with a particular company or store.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY – This provision is enforced by public prosecuting attorneys in criminal court. An offense under this provision is punishable by a fine of from \$50 to \$200.

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY – *None.*