

Michigan

■ WAGE PAYMENT LAWS (*EMPLOYMENT FEES*)

TERMS: A provision in the state wage payment laws makes it illegal for a crew leader, labor contractor or other agent of an employer who has authority to hire or direct the services of the employer's workers, to demand or receive a fee or other compensation from a worker as a condition of employment or continuation of employment, unless the person charging the fee is licensed as a personnel agent or agency.

ENFORCEMENT: *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 the wage payment laws, including the provision requiring the licensing of certain employment agents. The agency responsible for licensing personnel agencies, and for supervising their business activities, is the *Licensing Division, Bureau of Professional Licensing, Michigan Department of Licensing and Regulatory Affairs, Lansing, Michigan 48909 (517-373-8068)*.

Texas

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

TERMS: It is illegal for an employer, labor contractor or anyone else 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 discipline or fire an employee, or exclude a worker from employment, for refusing to buy from or otherwise do business with a particular company or store.

ENFORCEMENT: This provision is enforced by public prosecuting attorneys in criminal court.