



SENATE BILL No. 554

May 23, 1995, Introduced by Senator ROGERS and referred to the Committee on Human Resources, Labor and Veterans Affairs.

A bill to regulate certain contracts as at-will employment contracts.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1. As used in this act:

2 (a) "At-will employment" means employment terminable at the
3 will of the employer or the employee at any time and for any
4 reason that is not prohibited by law.

5 (b) "Employer" means an individual, partnership, corpora-
6 tion, association, governmental entity, or other legal entity
7 that has supervision and control over the labor of 1 or more
8 employees.

9 (c) "Modification" means transformation of an at-will
10 employment contract to any other form of employment contract.

11 Sec. 2. (1) Employment of an individual is at-will
12 employment unless the individual and his or her employer are

1 subject to a written contract specifying either of the
2 following:

3 (a) That the individual is employed for a specific term.

4 (b) That the individual's employment may be terminated by
5 the employer only for cause.

6 (2) Modification of an individual's at-will employment con-
7 tract is effective only upon the execution of a written agreement
8 for modification of that contract, signed by the individual and
9 either his or her employer or the authorized representative of
10 his or her employer.