

Legislative Analysis



EARNED SICK TIME AMENDMENTS

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<http://www.house.mi.gov/hfa>

House Bill 4002 (H-1) as reported from committee

Sponsor: Rep. Jay DeBoyer

**Committee: Select Committee on Protecting Michigan Employees
and Small Businesses**

Revised 1-28-25

Analysis available at
<http://www.legislature.mi.gov>

SUMMARY:

House Bill 4002 would amend the Earned Sick Time Act to modify the terms under which employers are required to provide paid sick time to employees.

Background

Section 9 of Article II of the state constitution provides an initiative process for proposing laws by petition. An initiative petition must be signed by a number of voters equal to 8% of the total votes cast for all candidates for governor in the most recent gubernatorial election. Once certified, the petition is presented to the legislature, which has 40 days to enact or reject it without amending it. If the legislature enacts it, the law proposed by the petition becomes a public act without going to the governor for approval. (The governor cannot veto such an enactment.) If the legislature rejects it, the initiative petition is put before the voters at the next general election. If the voters approve it, the resulting law can be amended or repealed only by a three-fourths vote of members elected to and serving in each house of the legislature.

In addition, instead of enacting or rejecting a petition, the legislature can propose a different measure on the same subject. In this case, both the initiative petition and the legislature's alternative measure go on the ballot at the next general election, and the one that receives the most votes becomes law.

In July 2018, the legislature passed the Earned Sick Time Act¹ (2018 PA 338), an initiative petition that was certified by the Michigan Board of Canvassers to appear on the Michigan ballot in the November 2018 general election.² Then, after the election, 2018 PA 369 was enacted to amend the provisions of that act as they had been proposed by the initiative petition and passed by the legislature.³

In July 2024, the Michigan Supreme Court (MSC) ruled in *Mothering Justice v Attorney General* that the legislature's 2018 practice of adopting and amending proposed ballot measures during the same legislative session is unconstitutional.⁴ The court voided 2018 PA 369 and restored the Earned Sick Time Act (and the Improved Workforce Opportunity Wage

¹ The act's name was changed to the Paid Medical Leave Act when it was amended by 2018 PA 369. The name will revert to the Earned Sick Time Act on February 21, 2025. Under the bill, the name also would be the Earned Sick Time Act. For simplicity, this document will only use the term *earned sick time*.

² <https://legislature.mi.gov/documents/2017-2018/initiative/pdf/SickTimeInitiativeHouseAnalysis.pdf>

³ <https://www.legislature.mi.gov/Bills/Bill?ObjectName=2018-SB-1175>

⁴ <https://statecourtreport.org/case-tracker/mothering-justice-v-attorney-general>

Act, a similarly adopted and amended initiative) as it was proposed by petition and originally enacted by the legislature. The reinstated version is set to take effect on February 21, 2025.⁵

Generally speaking, this document outlines the changes the bill would make to the act as it is currently effective (as of January 16, 2025)—that is, the terms “currently” and “current law” do not refer to the version of the act that will be revived effective February 21, 2025, under the MSC decision.

Defining employee and employer

The act currently requires *employers* to provide *eligible employees* with paid sick time.

Employer currently means any person, firm, business, educational institution, nonprofit agency, corporation, limited liability company, government entity, or other entity that employs 50 or more individuals. It does not include the United States government, another state, or a political subdivision of another state.

Eligible employee means an individual engaged in service to an employer for whom an employer is required to withhold pay for federal income tax purposes. It would not include any of the following:

- An individual employed by the United States government, another state, or a political subdivision of another state.
- An individual whose primary work location is not in Michigan.
- An individual employed by an employer for 25 weeks or less in a benefit year for a job scheduled for 25 weeks or less in a benefit year.
- An individual who worked, on average, less than 25 hours per week during the immediately preceding benefit year or is expected to work, on average, less than 25 hours per week in the current benefit year.
- A variable hour employee as defined in federal regulation.
- An individual employed by an air carrier as a flight deck or cabin crew member who is subject to subchapter II of the federal Railway Labor Act.
- An employee as described in section 201 of the federal Railway Labor Act.
- An employee as defined in section 1 of the federal Railroad Unemployment Insurance Act.

(Effective February 21, 2025, under the law as revived by the MSC decision, the term *employee* will replace *eligible employee* in the act and will mean an individual engaged in the service of an employer in the business of the employer, and the term *employer* will include any entity described above with one or more employee, except the federal government and its employees.)

The bill would retain the term *eligible employee* and the current definitions of both *eligible employee* and *employer*.

⁵ <https://www.faegredrinker.com/en/insights/publications/2024/8/michigan-supreme-court-reinstates-voter-initiated-sick-leave-law>

For information related to the current law, see: <https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/paid-medical-leave-act/pmla>

For information related to the law as revived by the MSC decision effective February 21, 2025, see: <https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/paid-medical-leave-act>

Accrual of paid earned sick time

The act currently requires employers to provide eligible employees at least one hour of paid earned sick time for every 35 hours worked. They are not required to allow the accrual of more than one hour per calendar week or 40 hours per benefit year. In addition, employers must allow employees to carry over up to 40 hours of paid earned sick time from one benefit year to the next. Employers do not have to allow employees to use more than 40 hours of paid sick time each benefit year.

Alternatively, employers can provide at least 40 hours of paid earned sick time at the beginning of a benefit year (or a prorated amount for employees hired during the year) and are not required to allow carryover between benefit years.

Employees can use the time as it is accrued, except that employers can require them to wait until the ninetieth calendar day of their employment to begin using it.

Under the bill, employees would accrue at least one hour of paid earned sick time for every 30 hours worked, not including hours used as paid leave. The relevant required amounts of paid leave described above would be increased from 40 hours to 72 hours. The bill would specifically allow employers to permit the use of more than 72 hours of earned sick time in a benefit year, or the carryover of more than 72 hours from one year to the next, if they choose to do so.

Further, an employer that provided leave in a block at the beginning of the benefit year would not have to calculate and track employee accrual of leave.

For the benefit years occurring when the bill takes effect, the required leave amounts provided before the effective date would count toward the required amounts.

The bill also would specify that an individual that is exempt from overtime requirements under the federal Fair Labor Standards Act is assumed to work 40 hours per workweek unless their normal workweek is less than 40 hours.

(Note that the law as revived by the MSC decision contains provisions specific to small businesses [those with fewer than 10 full-time employees] that allow them to cap employee accrual and usage of earned sick time at 40 hours of paid time and 32 hours of unpaid time per year. The bill, which would no longer apply at all to businesses with fewer than 50 employees, would eliminate this provision.)

Pay rate

Currently, the act specifies how to calculate the wage that must be paid to employees for paid earned sick time. The bill would add that tips do not need to be included in this calculation.

Use of paid earned sick time

Currently, the act specifies the purposes for which an employer must allow an employee to use paid earned sick time.

The bill would add that use for meetings at a school or place of care related to the health or disability of a child who is a family member, or the effects of domestic violence or sexual assault on the child, is a permissible use of leave.

The bill would provide that employers cannot require employees to search for or secure a replacement worker as a condition of using earned sick time.

The bill would also allow employers to require earned sick time to be taken concurrently with any applicable leave under any of the following laws:

- The federal Family and Medical Leave Act of 1993 (FMLA).
- Title I of the federal Americans with Disabilities Act of 1990.
- Any other applicable state or federal law.

Complying with employer requirements

The law currently requires employees to comply with the employer's notice, procedure, and documentation requirements when requesting to use leave. Employers must give employees at least three days to provide the required documentation. Employers are allowed to discipline employees if they do not follow these requirements.

The bill would provide that an employer's notice, procedure, and documentation requirements would need to be specified in their employee handbook or another employee benefits document.

(Note that the law as revived by the MSC decision will allow employers to require advanced notice from an employee of up to seven days before the foreseeable use of earned sick time, or notice as soon as practicable for sick time that was not foreseeable.)

The bill also would allow for the discipline of an employee that misses work for three or more consecutive workdays without contacting the employer in a manner acceptable to the employer.

Employers could require reasonable documentation or certification (as described in the FMLA) when earned sick time is used for three or more consecutive days. Employees would have to provide this documentation within 15 days of an employer's request, but employers could not delay the commencement of earned sick time because they had not yet received documentation. Documentation signed by a health care provider that indicates that earned sick time is necessary would be considered reasonable documentation.

Except as otherwise required for FMLA leave used concurrently with earned sick time, an employer could not require documentation that explains the nature of an illness. Employers would be responsible for the cost of acquiring any required documentation.

The law as revived by the MSC decision contains provisions prohibiting retaliatory personnel action against employees that exercise their rights under the act. The bill does not include these provisions.

Separation from employer

Currently, if an employee is no longer employed by an employer and is then rehired, the employer does not have to allow the employee to retain any of their previously accumulated earned sick time.

Under the bill, the employee would be allowed to use previously accrued sick time if they were rehired within six months of separating from the employer. Further, if a different employer succeeded or took the place of a previous employer, the new employer would be required to assume responsibility for the earned sick time rights of the employees.

The above provisions would not apply if the employer paid out the value of the accrued sick time at the time of separation or succession.

Departmental investigations

The act currently requires the Department of Labor and Economic Opportunity (LEO) to investigate claims made by employees regarding potential violations of the act and to prescribe certain penalties for violations. Affected employees can file claims within six months of an alleged violation.

The bill would give up to three years to file a complaint and expand the penalties that can be recovered by LEO and granted to the affected employee from only improperly withheld sick time to “all appropriate relief,” which could include payment of all improperly withheld earned sick time, all direct damages incurred by the complainant as the result of the violation, back pay, and reinstatement in the case of job loss.

In addition, the bill would require that, if the LEO director determines there is a reasonable belief that an employer violated the act and the department is unable to obtain voluntary compliance from the employer in a reasonable time, the department could investigate and bring civil action on behalf of all eligible employees affected at the same work site.

Notice requirements

The act currently requires employers to display a poster with certain information in a conspicuous place accessible to employees.

The bill would require that employers provide a notice to all eligible employees by the later of February 21, 2025 or their date of hire that includes, at a minimum, all of the following:

- The amount of earned sick time required to be provided to an eligible employee under this act.
- The employer’s choice of how to calculate a benefit year.
- The terms under which earned sick time may be used.
- That retaliatory personnel action taken by the employer against an eligible employee for using earned sick time for which the eligible employee is eligible is prohibited.
- The eligible employee’s right to file a complaint with LEO for any violation of the act.

The notice would have to be in English and any other language predominantly spoken by the employer’s workforce, if the department has translated the notice into that language. (The law as revived by the MSC decision will require notices to be in any language spoken by at least 10% of the employers workforce, as long as LEO has published the documents in that language.)

In addition, a poster with the above information would need to be posted in a conspicuous place that is accessible to eligible employees, subject to the same language requirements described above.

These posters would be created by LEO in English, Spanish, and any other language considered appropriate.

Records retention

Currently, the act requires employers to maintain records documenting hours worked and earned sick time taken for one year. Records must be open to inspection by the LEO director.

Under the bill, records would need to be maintained for three years. In the event a question arose about whether an employer violated the act and sufficient records are not available, the

employer would be presumed to have committed a violation unless rebutted by clear and convincing evidence.

Multilingual outreach program

The bill would require LEO to develop and implement a multilingual outreach program to inform employees, parents, and persons who are under the care of a health care provider about the availability of earned sick time under the act. The program would need to include distribution of notices and other written material in English and in other languages to child care and elder care providers, domestic violence shelters, schools, hospitals, community health centers, and other health care providers.

Employee protections

The bill would add provisions prohibiting employers and any other person from interfering with, restraining, or denying the exercise of or attempt to exercise any rights protected by the act, including, but not limited to, any of the following:

- Use earned sick time in accordance with the act.
- File a complaint with LEO or inform any person about any employer's alleged violation of the act.
- Cooperate with the department in its investigations of alleged violations of the act.
- Inform any person of the person's rights under the act.

Collective bargaining agreements

The bill would specify that the act establishes only minimum requirements for earned sick time and could not be construed to preempt, limit, or otherwise affect the applicability of any other law, regulation, requirement, policy, or standard, including a collective bargaining agreement, that provides for greater accrual or use of time off, whether paid or unpaid, or that extends other protections to eligible employees.

Any contract or agreement that provided less than that provided by the act would be null and unenforceable.

Rules

The bill would allow the LEO director to promulgate rules as necessary to administer the act.

Other changes

The law as revived by the MSC decision includes language allowing an employee to bring a civil lawsuit against an employer alleged to have violated the act. The bill does not include these provisions.

The bill would add chiropractors to the act's definition of the term *health care provider*. Chiropractors are already defined as *health care providers* under the act, but only regarding treatment consisting of manual manipulation of the spine to correct a subluxation demonstrated to exist by X-ray. Under the bill, chiropractors would be *health care providers* with regard to all elements of their practice.

The bill would make other changes to codify administrative changes that have occurred since it was last amended.

MCL 408.962 et seq.

BRIEF DISCUSSION:

Supporters of the bill argue that the one-size-fits-all approach prescribed by the law as revived by the MSC would hurt all businesses, even those that already offer sick time. In particular, they argue that the law's lack of clarity about what is "practicable notice" of leave could create a loophole that could be exploited by employees. In addition, some argue that this model does not work for some employers, such as emergency responders and hospitals, that would need to force other employees to work overtime and extra shifts in order to ensure coverage for last-minute leave.

In addition, supporters argue that the bill would address the provisions in the revived law that require employers to track employee accrual hours even if they provide leave in bulk at the beginning of the year, which they contend would represent a significant and unnecessary administrative burden.

Supporters also argued that the bill, by exempting employers with fewer than 50 employees, would prevent the potential harm to small businesses that rely on flexibility and may not be able to handle the administrative and other costs associated with complying with all the bill's requirements. Some raised concerns that if the bill is not enacted, the increased costs could lead to many small business closures and other job losses as businesses try to adapt to the new regulations.

The bill's opponents argue that it would make sick time less accessible to Michigan workers, noting that about 96% of Michigan's private businesses do not have at least 50 employees. One estimate suggested that the proposed changes would exempt more than 1.0 million employees from the requirements of the act.⁶

FISCAL IMPACT:

House Bill 4002 would not have an appreciable fiscal impact on any units of state or local government. The bill would not affect any of the administrative responsibilities that the Department of Labor and Economic Opportunity possesses with respect to earned sick time requirements. Any potential costs incurred by government units, as employers, for providing earned sick time in compliance with the bill's provisions would likely be similar in scope to costs that would otherwise be incurred beginning in February 2025, considering the Michigan Supreme Court's decision in *Mothering Justice v Attorney General*. There may be marginal cost differences between the provisions of the bill and provisions that would otherwise become effective in February 2025, but these differences cannot be currently estimated, as they would largely be driven by employee behaviors that cannot be forecast.

POSITIONS:

Representatives of the following entities testified in support of the bill:

- 911 – Midland, Ingham, and Calhoun Counties (1-14-25)
- City of Sterling Heights (1-16-25)
- Crunchy's/Peanut Barrel (1-14-25)

⁶ <https://www.bridgemi.com/michigan-government/million-michigan-workers-may-lose-sick-leave-guarantee-under-house-plan>

- Detroit Regional Chamber (1-14-25)
- Dunn Well, LLC (1-16-25)
- Golden Shoes (1-16-25)
- Grand Rapids Chamber of Commerce (1-14-25)
- Granger Waste Services (1-16-25)
- Homestead Orchards (1-16-25)
- Juan Miguel's (1-14-25)
- The Lakehouse Bakery (1-14-25)
- LaLonde's Market (1-14-25)
- Leo's Coney Island (1-14-25)
- Maurers Sanitary Cleaners (1-14-25)
- Michigan Black Business Alliance (1-14-25)
- Michigan Brewers Guild (1-16-25)
- Michigan Chamber of Commerce (1-14-25)
- Michigan Fitness Association (1-16-25)
- Michigan Manufacturers Association (1-14-25)
- Michigan Nursery and Landscape Association (1-16-25)
- Michigan Realtors Association (1-16-25)
- National Federation of Independent Businesses (1-14-25)
- Peppermill Cafe (1-14-25)
- Railtown Brewing Company (1-14-25)
- Schindy's at Diamond Lake (1-14-25)
- Shenanigans Restaurant (1-14-25)
- Small Business Association of Michigan (1-14-25)
- Staff Connections (1-16-25)
- Team Schostak (1-14-25)
- Varnum Law (1-16-25)
- Wheeler's Restaurant (1-14-25)

The following entities indicated support for the bill:

- Abby's of Frankenmuth/Jaami's (1-14-25)
- Alfie Logo Gear (1-16-25)
- Alpena Area Chamber of Commerce (1-14-25)
- Alro Steel Corporation (1-14-25)
- American Hotel and Lodging Association (1-16-25)
- Associated Builders and Contractors of Michigan (1-14-25)
- Associated General Contractors of Michigan (1-14-25)
- Aster Brands (1-16-25)
- Auto Dealers of Michigan (1-14-25)
- Barry County Chamber of Commerce (1-14-25)
- Battle Creek Area Chamber of Commerce (1-14-25)
- Bay Area Chamber of Commerce (1-14-25)
- Bell's Landscape Services (1-14-25)
- Besons Corner Store Market (1-16-25)
- Big I Michigan (1-14-25)
- Black River Tavern (1-14-25)

- Blue Water Area Chamber (1-14-25)
- Boone & Darr, Inc. (1-14-25)
- Bowling Centers Association of Michigan (1-14-25)
- Broadband Association of Michigan (1-14-25)
- Burglar Fire Alarm Association of Michigan (1-14-25)
- Business Leaders for Michigan (1-14-25)
- Cadillac Area Chamber of Commerce (1-14-25)
- Canton Chamber of Commerce (1-14-25)
- Chaldean American Chamber of Commerce (1-14-25)
- Chamber of Grand Haven, Spring Lake, Ferrysburg (1-14-25)
- Charlevoix Chamber of Commerce (1-14-25)
- Cherryland Electric Cooperative (1-15-25)
- Choose Lansing (1-14-25)
- City of Frankenmuth (1-14-25)
- Clinton County Catalyst (1-14-25)
- The Clothing Company (1-16-25)
- Comfort Keepers (1-15-25)
- Community Bankers of Michigan (1-14-25)
- Connect Macomb (1-14-25)
- Construction Association of Michigan (1-14-25)
- Develop Iosco (1-14-25)
- Disability Network (1-14-25)
- Draves Auto Center/MD and Associates Consulting (1-16-25)
- EPIC Fitness Group (1-14-25)
- Express Employment Professionals (1-14-25)
- Farmington Area Chamber of Commerce (1-14-25)
- Fendt Builders Supply, Inc. (1-16-25)
- Fifth Level Hospitality (1-16-25)
- Flint & Genesee Chamber of Commerce (1-14-25)
- Frankenmuth Chamber of Commerce (1-14-25)
- Frankenmuth Woolen Mill (1-14-25)
- Gaylord Chamber of Commerce (1-14-25)
- Gordon Food Service (1-14-25)
- Goyette Mechanical Co., Inc. (1-14-25)
- Grand Traverse Machine (1-16-25)
- Great Lakes Floral Association (1-14-25)
- Ham Group Realty (1-16-25)
- Harnish Fireproofing (1-16-25)
- Health Care Association of Michigan (1-16-25)
- Home Builders Association of Michigan (1-16-25)
- Houghton Lake Chamber of Commerce (1-14-25)
- Howell Area Chamber of Commerce (1-14-25)
- Insurance Alliance of Michigan (1-14-25)
- Invest UP (1-14-25)
- Jackson County Chamber of Commerce (1-14-25)
- King Enterprises (1-14-25)

- Klopff, Inc. (1-14-25)
- Lake Superior Community Partnership (1-14-25)
- Lansing Regional Chamber of Commerce (1-14-25)
- Lapeer Chamber of Commerce (1-14-25)
- Little Caesars – Wixom & Milford (1-14-25)
- Mackinac Center for Public Policy (1-14-25)
- Macomb County Chamber (1-14-25)
- Manistee Area Chamber of Commerce (1-14-25)
- The Manthei Group (1-16-25)
- Manthei Wood Products (1-16-25)
- Maple Leaf Golf Course (1-16-25)
- Mason Tackle (1-14-25)
- MCA Detroit (1-16-25)
- Michigan Aggregates Association (1-14-25)
- Michigan Association of Ambulance Services (1-14-25)
- Michigan Association of Certified Public Accountants (1-14-25)
- Michigan Association of Chiefs of Police (1-14-25)
- Michigan Association of Convenience Stores (1-14-25)
- Michigan Association of Convention and Visitors Bureaus (1-14-25)
- Michigan Association of Counties (1-16-25)
- Michigan Association of Fire Chiefs (1-14-25)
- Michigan Association of Health Plans (1-14-25)
- Michigan Association of Timbermen (1-14-25)
- Michigan Bankers Association (1-14-25)
- Michigan Beverage Association (1-14-25)
- Michigan Boating Industries Association (1-14-25)
- Michigan Catholic Conference (1-16-25)
- Michigan Chapter of National Placement and Referral Alliance (1-14-25)
- Michigan Charitable Gaming Association (1-14-25)
- Michigan Chemistry Council (1-14-25)
- Michigan Cleaners Association (1-14-25)
- Michigan Communication Directors Association (1-14-25)
- Michigan Craft Distillers Association (1-14-25)
- Michigan Credit Union League (1-16-25)
- Michigan Dairy Foods Association (1-16-25)
- Michigan Dental Association (1-14-25)
- Michigan Farm Bureau (1-14-25)
- Michigan Food Processors Association (1-14-25)
- Michigan Funeral Directors Association (1-14-25)
- Michigan Golf Course Association (1-16-25)
- Michigan Health & Hospital Association (1-14-25)
- Michigan Infrastructure and Transportation Association (1-14-25)
- Michigan Licensed Beverage Association (1-14-25)
- Michigan Manufactured Housing Association (1-14-25)
- Michigan Mechanical Contractors Association (1-14-25)
- Michigan Movers Association (1-14-25)

- Michigan Nursery and Landscape Association (1-14-25)
- Michigan Oil and Gas Association
- Michigan Petroleum Association (1-14-25)
- Michigan Plumbing and Mechanical Contractors Association (1-14-25)
- Michigan Podiatric Medical Association (1-14-25)
- Michigan Propane Gas Association (1-16-25)
- Michigan Railroads Association (1-16-25)
- Michigan Recreation & Park Association (1-14-25)
- Michigan Restaurant and Lodging Association (1-16-25)
- Michigan Retailers Association (1-16-25)
- Michigan RV and Campground Association (1-14-25)
- Michigan Sheriffs' Association (1-14-25)
- Michigan Snowsports Industries Association (1-14-25)
- Michigan West Coast Chamber of Commerce (1-14-25)
- Midland Business Alliance (1-14-25)
- Midwest Independent Retailers Association (1-14-25)
- National Association of Insurance and Financial Advisors – Michigan (1-14-25)
- National Construction Enterprises (1-14-25)
- National Electrical Contractors Association (1-14-25)
- National Truck Equipment Association (1-14-25)
- NoMi STAY (1-16-25)
- North Oakland Regional Chambers Association (1-14-25)
- Northern Lakes Economic Alliance (1-14-25)
- Northern Michigan Chamber Alliance (1-14-25)
- Peckham, Inc. (1-14-25)
- Petoskey Regional Chamber of Commerce (1-14-25)
- Polly's Planting and Plucking Inc. (1-16-25)
- Prime Housing (1-14-25)
- Robertson Morrison, Inc. (1-14-25)
- Rochester Regional Chamber (1-14-25)
- Ryan's Roadhouse (1-14-25)
- Saginaw County Chamber of Commerce (1-14-25)
- Sheet Metal and Air Conditioning Contractors' National Association, Michigan Chapter (1-16-25)
- SMART-TD (1-14-25)
- South Haven Area Chamber of Commerce (1-14-25)
- South Kent Chamber (1-14-25)
- Southern Wayne County Regional Chamber (1-14-25)
- Southwest Michigan First (1-14-25)
- Southwest Michigan Regional Chamber (1-14-25)
- Square One Eats & Treats (1-14-25)
- Stephan Wood Products (1-14-25)
- Taste (1-16-25)
- Theatre Owners of Michigan (1-14-25)
- Thumb Meat Market (1-14-25)
- Titan Golf Cart (1-16-25)

- Traverse City Downtown Development Authority (1-16-25)
- Traverse City Tourism (1-14-25)
- Traverse Connect (1-14-25)
- U.S. Sheetmetal Corporation (1-14-25)
- Van Dam Custom Boats (1-16-25)
- Venture Brewing (1-14-25)
- Vernales Restaurant (1-16-25)
- Waterford Area Chamber of Commerce (1-14-25)
- West Michigan Policy Forum (1-14-25)
- Yankee Rebel Tavern/Horn's Bar (1-14-25)

Representatives of the following entities testified in opposition to the bill (1-14-25):

- Michigan AFL-CIO
- Michigan League for Public Policy
- Mothering Justice
- One Fair Wage

The following entities indicated opposition to the bill:

- Airline Pilots Association (1-14-25)
- American Federation of State, County and Municipal Employees (1-14-25)
- Committee to Protect Health Care (1-16-25)
- Communications Workers of America (1-14-25)
- Detroit Disability Power (1-14-25)
- IOEW – Michigan State Conference (1-14-25)
- Michigan Association for Justice (1-14-25)
- Michigan Laborers (1-14-25)
- Michigan Nurses Association (1-14-25)
- Michigan Regional Council of Carpenters & Millwrights (1-14-25)
- Restaurant Opportunities Center of Michigan (1-14-25)
- SEIU Michigan (1-16-25)
- Six Action (1-16-25)
- United Steel Workers (1-14-25)

Legislative Analyst: Alex Stegbauer
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■ This analysis was prepared by nonpartisan House Fiscal Agency staff for use by House members in their deliberations and does not constitute an official statement of legislative intent.