

May 14, 2025

# Wage & Hour Overview

Regulatory Responsibilities, Implementation Updates,  
and Appropriation Needs

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MICHIGAN DEPARTMENT OF  
**LABOR & ECONOMIC  
OPPORTUNITY**

# Wage & Hour Regulatory Responsibilities



## Six Statutes Under Regulatory Responsibility:

- Earned Sick Time Act
- Minimum Wage and Overtime Law
- Youth Employment Standards Act
- Prevailing Wage
- Payment of Wages and Fringe Benefits Act
- Human Trafficking Notification

# Earned Sick Time Act

## Overview of Act:

- PA 2 of 2025 provides workers with the right to earn sick time for personal or family health needs, as well as purposes related to domestic violence and sexual assault.
- It specifies the conditions for accruing and using earned sick time, prohibits retaliation against employees for requesting or enforcing these rights, and prescribes powers and duties for state departments and agencies.

## Coverage:

- *All Michigan businesses and workers.*
  - *Adds ~1.5M workers previously excluded under PMLA.*

# Minimum Wage & Overtime Law

## Overview of Act:

- PA 1 of 2015 incrementally increases the minimum wage to \$15 per hour by 2027.

## Coverage:

- All Michigan businesses and workers. Increasing Minimum Wage adds ~200,000 workers to coverage immediately. Expands to ~700,000 at or below minimum wage by 2027.
  - *Tip workers*

# Youth Employment Standards Act

The Youth Employment Standards Act (YESA), as amended, defines a minor as someone who is less than 18 years of age, including but not limited to employees, volunteers, independent contractors and performing artists.

## Coverage:

- All Michigan businesses and specific young workers. Over 250,000 young workers employed in Michigan.
- Implementation update of new process
  - *Centralized work permit issuance moved to Wage & Hour*

# Prevailing Wage

Michigan's Prevailing Wage law covers construction workers employed on state financed or sponsored construction projects. Under this act the Wage & Hour Division establishes wage and fringe benefit rates to be paid construction workers on state projects.

## **New Requirements:**

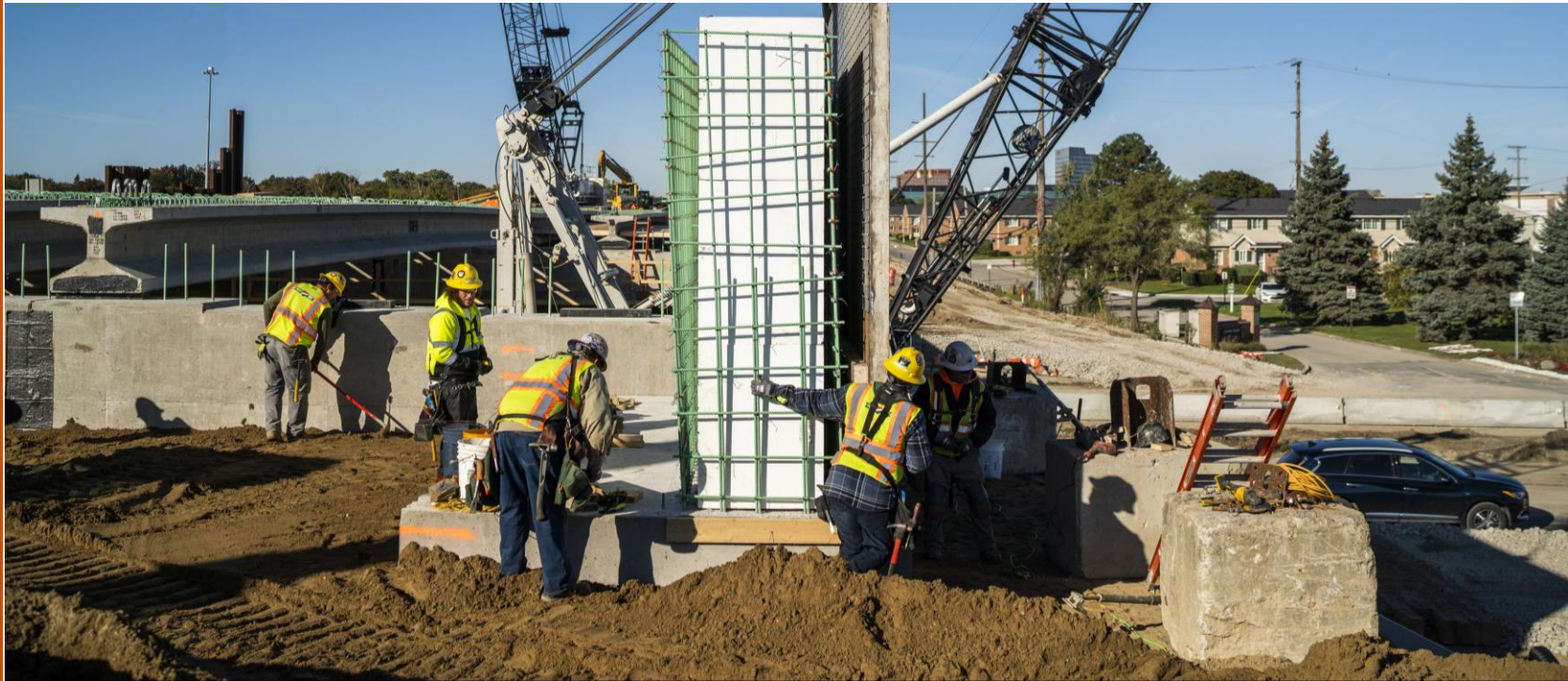
- Submission of certified payroll records
- Annual contractor registration
- Development of certified payroll database and registration process

## **Coverage:**

- Public sector projects & certain private solar, wind, and energy storage facilities (added 2024).

# Wage & Hour Appropriations

- **Full-Time Equivalents (FTEs): 33**
- **Appropriation: \$4,555,000**  
(Restricted Funds, not General Funds)



# Stats & Data

## Claims Received

- FY23: **4,514**
  - Recovered \$2,664,540
- FY24: **4,592**
  - Recovered \$2,637,799

## Outreach/Training

- FY23: 2,152 Participants
- FY24: 4,049 Participants

State	# of Investigators	Civilian Labor Force	Ratio/workers
Alaska	11	358,300	32,573
Delaware	13	503,022	38,694
Washington	100	3,916,600	39,166
South Carolina	45	2,374,000	52,756
New Jersey	78	4,867,000	62,397
New Hampshire	12	760,305	63,359
Maine	9	680,000	75,556
Hawaii	8	678,700	84,838
Colorado	35	3,206,000	91,600
Oregon	21	2,151,500	102,452
Minnesota	28	3,100,000	110,714
Massachusetts	25	3,720,952	148,838
Arkansas	7	1,383,000	197,571
<b>Michigan</b>	<b>17</b>	<b>4,941,296</b>	<b>290,664</b>
Texas	28	15,078,433	538,515
Missouri	4	2,800,000	700,000
Ohio	6	5,800,000	966,667

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[Michigan.gov/LEO](https://michigan.gov/LEO)

**Thank you.**



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