

May 14, 2025

Wage & Hour Overview

Regulatory Responsibilities, Implementation Updates,
and Appropriation Needs

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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:

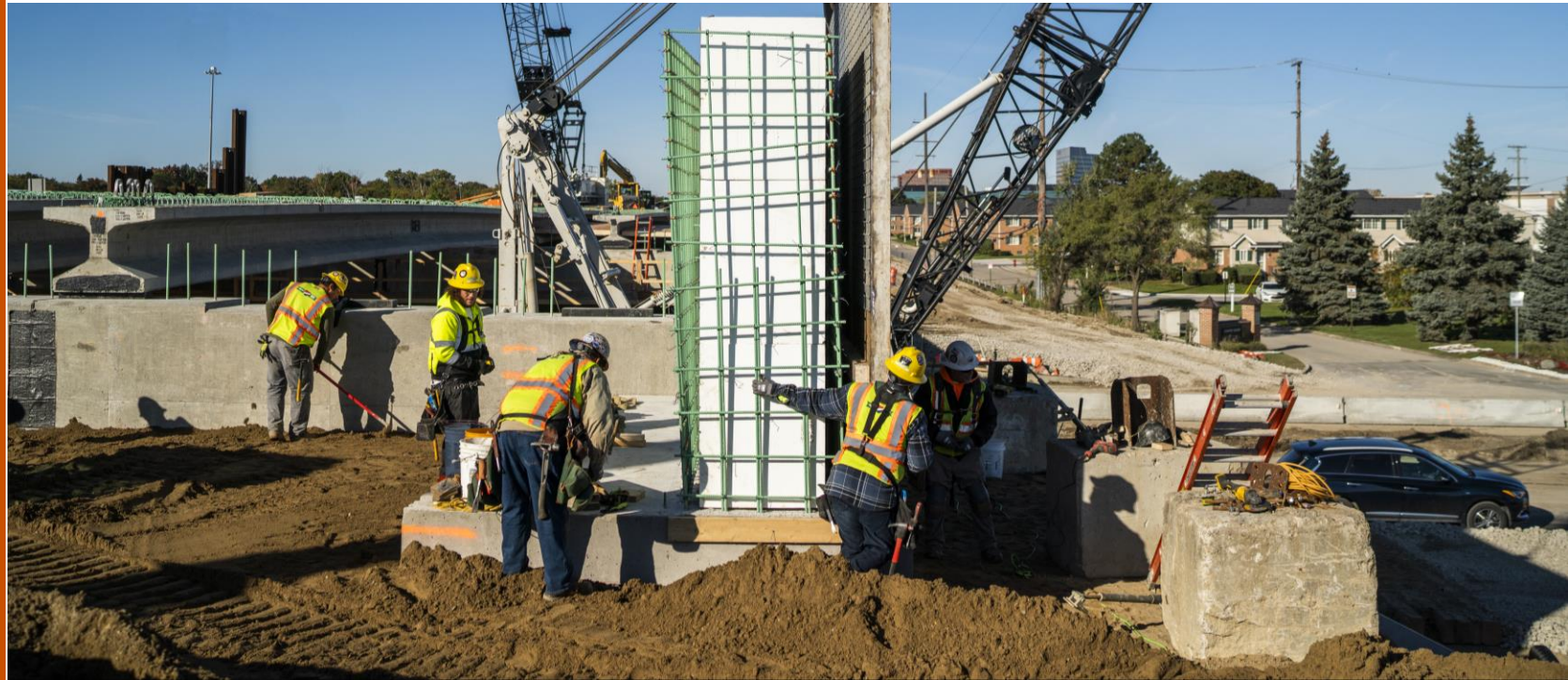
- Submission of certified payroll records
- Annual contractor registration
- Development of certified payroll database and registration process

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
Michigan	17	4,941,296	290,664
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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Thank you.



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