

## Higher minimum wage, paid sick leave to go in effect after 'adopt and amend' ruled unconstitutional

This week, the Michigan Supreme Court ruled that the Legislature's action on 2018 minimum wage and paid sick leave initiatives was unconstitutional—meaning Public Acts 337 and 338 of 2018 will go into effect in February 2025. The acts increase the minimum wage and require employers provide paid sick time to employees.



In 2018, two statutory initiatives—Michigan One Fair Wage and Michigan Time to Care—submitted signatures for ballot initiatives to increase the minimum wage and require paid sick leave. In September 2018, the Legislature adopted both statutory changes, thereby negating placement on the ballot for Michigan voters to decide. However, the Legislature amended the laws after the November 2018 election and replaced them with lessened measures for employers.

The court's decision holds the Legislature's "adopt and amend" action—adopting the ballot initiative to prevent it from being placed before voters and then amending the law later in the same session to lessen the initiatives' requirements—was unconstitutional. The ruling reinstates the voter initiative proposal increasing the minimum wage over a period of years (and tying it to inflation) and the employer requirement for paid medical sick leave, effective as of **Feb. 21, 2025**. This provides a 205-day period of transition to allow employers—including townships—to prepare for and comply with the new laws. A revised minimum wage schedule will be released at a later time, following calculation of inflationary adjustments.

The earned sick time act is applicable to **all employers and all employees**—regardless of the number of employees or types of employees (and includes temporary employees and independent contractors). Employers must grant employees one hour of paid sick time for every 30 hours worked, subject to annual maximums. Small employers (those with less than 10 employees) must offer 40 hours of paid sick leave and 32 hours of unpaid leave. Large employers (more than 10 employees) must provide 72 hours of paid sick leave.

It is unclear at this point if the Legislature and governor will adopt any amendments to either of the laws prior to February 2025.

Townships are urged to review their policies and consult their legal counsel to ensure full compliance with the laws prior to the effective date.

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### Risk Reduction Grant Program

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### Upcoming MTA Training & Events

Aug. 7: *Now You Know* lunchtime webinar: [Prudent Policies](#)

#### [Hot Topics in Planning & Zoning:](#)

Aug. 14: [Frankenmuth](#)  
Aug. 21: [Lawrence](#)  
Aug. 28: [Cadillac](#)

#### [Emerging Issues in Emergency Services](#)

Sept. 10: [Frankenmuth](#)  
Sept. 12: [Cadillac](#)

#### [Regional Meetings:](#)

Sept. 24: [Frankenmuth](#)  
Sept. 25: [Ludington](#)  
Sept. 26: [Kalamazoo](#)  
Oct. 2: [Gaylord](#)  
Oct. 3: [Marquette](#)

### MTA QUICK LINKS

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## Redistricting maps approved by federal court for state Senate districts

A federal judicial panel ruled last week that the Michigan Independent Redistricting Commission's replacement plan for certain state Senate districts shows no violations of the Voting Rights Act. Last December, the federal panel ruled seven House districts and six Senate districts were drawn with race as a predominating factor in violation of the U.S. Constitution and ordered the commission to redraw the maps. The revised House maps impacting 15 districts were approved in March and are being used for this year's elections. The new Senate maps change 14 districts—Districts 1-11, 13, 23 and 24—in southeast Michigan. The current districts will remain in place until 2026 when the Senate is up for election and the new district boundaries will then take effect.

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## Share your comments on state forests, state transportation plan, GAAMPs

- **Forest management.** The Michigan Department of Natural Resources [seeks input on planning](#) for 2026 prescribed burns, timber harvests and other activities to support state forest health. [See scheduled comment periods, open houses and compartment review meetings.](#)
- **GAAMPs.** Submit public comment until **5 p.m. Aug. 30** on [proposed 2025 drafts](#) of all eight of the [Generally Accepted Agricultural and Management Practices \(GAAMPs\)](#). Comments received will be forwarded to the respective GAAMPs Task Force Committee chairpersons for consideration before final review and presentation to the Michigan Commission of Agriculture and Rural Development at its Sept. 11 meeting. Comments can be [submitted online](#), emailed to [MDARD-RTF@Michigan.gov](mailto:MDARD-RTF@Michigan.gov), mailed to MDARD's Right to Farm Program, P.O. Box 30017, Lansing, MI 48909, or by calling into a public input meeting at 9 a.m. on Aug. 29. [Click here to join the meeting](#) or call (248) 509-0316 (enter Conference ID: 609 917 993#).
- **Draft five-year transportation program.** Public comment is open until Sept. 3 on the Michigan Department of Transportation (MDOT) [draft 2025-2029 Five-Year Transportation Program](#), which lists planned projects for the MDOT Highway Program (state-maintained roads, bridges and facilities) and information on the public transportation, rail and aeronautics programs. An [interactive online map](#) allows you to enter an address or your township to see what projects in your area are planned. Project-specific comments can be submitted via the interactive map, on a [general comment form](#), emailed to [MDOT-Five-Year-Program@Michigan.gov](mailto:MDOT-Five-Year-Program@Michigan.gov), or sent to Michigan Department of Transportation, Program

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## EGLE webinar explores Septic System 101

Proper septic system use and care are vital to protecting public health and preserving groundwater, lakes, streams and waterways. A [Septic System 101 webinar](#), hosted by the state the Department of Environment, Great Lakes, and Energy (EGLE) on Sept. 16, will share how to avoid septic system repairs and information on the state's Septic Replacement Loan Program. While this event is targeted to homeowners served by a septic system, all interested persons are welcomed to attend.

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## Bureau of Elections update: Presidential primary reimbursements, EV grant submissions

- Reimbursements for the 2024 presidential primary will be issued to townships by Oct. 31. Clerks can email [BOEReimbursement@Michigan.gov](mailto:BOEReimbursement@Michigan.gov) (with subject line, Presidential primary) with questions about the reimbursement amount or if they did not receive a copy of their reimbursement form. Reimbursements are based on submitted amounts, unless corrections were needed.
- Processing for Early Voting Grant 1 reimbursement submissions has begun; watch for emails requesting additional information. Early Voting Grant August Wage reimbursement submission will open after the Aug. 6 election is complete.

## Members can provide input for 2025 MTA legislative policy platform

MTA members can review and provide input on the Association's legislative policy platform. Reviewed and updated annually, the legislative policy objectives guide MTA's government relations efforts and reflect emerging issues and goals. MTA members are encouraged to review our [2024-25 Policy Platform](#) and share any proposed revisions and suggested additions by **Monday, Nov. 4**. Member-proposed policy changes will be reviewed by MTA committees for word selection and legality, and to ensure they conform with the Association's overall goals and objectives. The proposed policies will be presented at the 2025 MTA Annual Meeting in conjunction with our Annual Educational Conference in April. Share your



questions, comments or suggestions at [legislation@michigantownships.org](mailto:legislation@michigantownships.org).

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## MTA regional meetings bring knowledge, networking

Join us at one of five locations across the state this fall for MTA's *Regional Meeting* series to connect with municipal experts and get the inside scoop on current challenges facing townships. Glean new insights on topics from renewable energy reform to the post-election transition and legal pitfalls to money matters. This full-day event includes an insightful legislative update, a mini-expo, and breakout sessions on topics relevant to every township! [Learn more here](#) or [register online now](#).

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## Federal update for week of July 29

Check out the National Association of Towns and Townships [Weekly Legislative Update](#) for an update of federal actions impacting townships. *Note: The Weekly Legislative Update will take a break alongside Congress and return on Monday, Sept. 9.*

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