

Aug. 23, 2024

Educational outreach on earned sick time laws following state Supreme Court ruling

With the upcoming changes to the earned sick time laws effective Feb. 21, 2025, the state

Department of Labor and Economic Opportunity (LEO) is hosting a live webinar on **Aug. 27** at 2 p.m. to discuss how the recent [Michigan Supreme Court opinion](#) will impact employers and employees. No registration is required; [participants can join virtually via Microsoft Teams](#). The webinar will include a live Q&A session; participants are encouraged to email questions before the event to leo-comms@michigan.gov. LEO has also updated its [Earned Sick Time Act resource page](#), including [FAQs](#).



Key provisions of the Earned Sick Time Act include:

- Applies to all employers, regardless of their size, except for federal employers.
- Includes all employee categories, such as salaried (both exempt and non-exempt) and full- and part-time hourly workers and expands the permitted uses of sick time.
- Grants employees the right to pursue legal action if an employer interferes with or retaliates against their use of Earned Sick Time Act benefits.
- Employers must now accrue sick time at a rate of one hour for every 30 hours worked, eliminating the option to "front load" sick time.
- Employers with 10 or more employees must provide up to 72 hours of paid sick time per year, an increase from the previous limit of 40 hours.
- Smaller employers with fewer than 10 employees must provide up to 40 hours of paid sick time annually, plus an additional 32 hours of unpaid sick time.
- Unused sick time can be carried over, but employees may use no more than 72 hours of earned sick time within any given year.

The recent [state Supreme Court ruling](#) also made changes to the state's minimum wage laws and the [State of Michigan has requested clarity from the court](#). Once this clarification is complete, LEO plans to provide similar educational outreach on the changes to the state's minimum wage laws.

Additionally, legislative discussions are ongoing regarding possible statutory changes to both the tipped wage provisions and the earned sick time provisions this fall, so stay tuned as MTA will keep you updated.

Member action requested to protect tax-

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Upcoming MTA Training & Events

[Now You Know lunchtime webinars:](#)

Sept. 18: [Elections: Ready? Set. Go!](#)

Oct. 16: [In the Transition](#)

Nov. 13: [Onboarding New Officials](#)

Sept. 19: FREE MTA Q&A webinar:

[Obligating ARPA Funds](#)

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

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](#)

exempt municipal bonds

The preservation of tax-exempt status of municipal bonds is a priority of MTA, the National Association of Towns and Townships (NATaT) and many other local government organizations. With provisions of the Tax Cuts and Jobs Act of 2017 set to expire at the end of 2025, concern exists about the possible elimination and potential changes for tax-exempt municipal bonds (munis)—a mechanism commonly used by local governments to finance public projects. Townships are asked to **engage now** to help an [advocacy campaign to protect tax-exempt municipal bonds](#). The Public Finance Network, led by multiple national local government organizations (including NATaT, the National League of Cities and National Association of Counties), is collecting information on projects that utilized munis to include in a demonstrative [map](#). The goal is to secure at least three examples in each congressional district to share with members of Congress as they begin work in January on the impending tax bill. Adding your project details is easy—simply click [here](#) to learn how you can add your township's information.

Oct. 2: [Gaylord](#)
Oct. 3: [Marquette](#)

MTA QUICK LINKS

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Free MIHI networking event is 'Building Bridges for BEAD'

A free *Building Bridges for BEAD* networking event is being hosted by the Michigan High-Speed Internet Office (MIHI) on Oct. 15 to initiate conversations between communities with Broadband Equity, Access, and Deployment (BEAD) program-eligible locations and potential BEAD applicants. The event will provide valuable insights and opportunities to drive connectivity advancements across Michigan. To register or for more information, visit [Building Bridges For BEAD: A Community and ISP Networking Expo](#).

* [Bauckham, Thall, Seeber Kaufman & Koches PC](#)

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Upcoming 'Chart Chat' explores audit prep, OPEB and more

Township officials and employees can [register now](#) for the Michigan Department of Treasury's next Chart Chat webinar, held on Sept. 5 at 2 p.m. The free webinar series provides local governments with critical information related to accounting and auditing topics, measuring local government fiscal health and other important Treasury updates. The Sept. 5 event will include audit preparation, audit extensions, pension and other post-employment benefits (OPEB) monitoring, and fiscally distressed community grants for FY 2025.

EGLE listening sessions seek input on drinking water PFAS rulemaking

Stakeholders are invited to participate in the state Department of Environment, Great Lakes & Energy (EGLE) listening sessions—in person or virtually—to offer input on Michigan’s draft PFAS drinking water regulatory concept prior to the development of draft rules.



On April 26, 2024, the U.S. Environmental Protection Agency (EPA) published the final National Primary Drinking Water Regulation (NPDWR) for six PFAS establishing legally enforceable levels (MCLs) for PFAS in drinking water. The NPDWR went into effect on June 25, 2024, with an enforcement timeline to include required initial monitoring by 2027 and full enforcement in 2029. EGLE has begun its preparations for formal rulemaking and has developed a drinking water MCL concept based on both the new EPA NPDWR and Michigan’s current drinking water PFAS MCLs. This concept will be presented to participants for their input prior to completion of Michigan’s draft MCL and the formal rulemaking process.

The listening sessions will be held in person in the Lee Walker Conference Room, Atrium Level of Constitution Hall, 525 W. Allegan St. in Lansing and online via Zoom, on [Aug. 30](#) at 10 a.m. and [Sept. 5](#) at 6 p.m. Stakeholders can attend either session, or both; register no later than one week prior the session date, as space is limited. Comments can also be submitted to EGLE-PFAS-RuleMaking@Michigan.gov.

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FTC noncompete ban blocked

On Aug. 20, a U.S. District Court judge blocked a ban on the Federal Trade Commission’s (FTC) rule on noncompete agreements, which was scheduled to take effect on Sept. 4. Under the FTC rule, almost all noncompete agreements in effect would have been banned and companies would have been required to inform current and former employees that said agreements could no longer be enforced. Several business organizations sued FTC earlier this year to block the rule, arguing it was an overreach and would make it difficult to retain talent. The judge agreed this week—stating the FTC overstepped its statutory authority. The FTC has indicated it will likely appeal the decision. If you have questions, please consult your legal counsel.

Reminders from BOE for clerks

Reimbursement updates. State Bureau of Elections (BOE) staff is sending notifications to all clerks of completed prepaid postage, drop box and security camera reimbursement requests. All Help America Vote Act (HAVA) requests for 2022 and 2023 are

complete, along with all postage and drop box submissions submitted by Sept. 30, 2023. Any requests submitted after Oct. 1, 2023, have been reviewed. If all the information was provided, those reimbursements have been processed and clerks can expect a notification in the coming weeks of the completion status. If BOE contacted you regarding missing proof of payment or other reimbursement documents, respond as soon as possible. Reimbursement requests and correspondence should be sent to BOEReimbursement@michigan.gov.

Early voting equipment. Jurisdictions that received equipment through the Early Voting Grant process must provide acceptance forms (available in the BOE [eLearning Center](#)) as soon as possible so BOE can close out outstanding invoices with its vendors. Delays in closing invoices could impact future orders.

August early voting reimbursement. The reimbursement claim form for wages from early voting during the August 2024 election is now open and will close on Oct. 14. To ensure your township's complete reimbursement is submitted, check with your county clerk as they need to submit the following: Early Voting August Wage Reimbursement claim form, Wage Ledger, and a signed Reimbursement Claim Request (found in [eLearning](#)). Proof of payment is also required. Reimbursements only go to counties that submitted estimated wages in the Early Voting Grant from Round 1 and/or Round 2.



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LEO seeking info from communities for Economic Transition Office

Townships can help shape a new [Community & Worker Economic Transition Office](#) in the Michigan Department of Labor and Economic Opportunity (LEO) by responding to a “[Community Rapid Response and Resiliency Planning Program](#)” request for information. Applications will be accepted until Aug. 31. LEO will use these responses to design a program that will help increase the capacity of communities to respond to a plant closure or business failure in their region, and develop a forward-looking economic growth and diversification plan.

Apply now to serve on trails workgroup

Officials can apply now to serve on the state Department of Natural Resources (DNR) [Nonmotorized Advisory Workgroup](#) can [apply for an opening](#). The workgroup works



closely with the [Michigan Trails Advisory Council](#), providing advice to the DNR on the creation, development, operation and

maintenance of the state's nonmotorized trail system. The volunteer workgroup, which meets quarterly, consists of nine people each serving four-year terms. [Online applications](#) will be accepted through Oct. 15. Email questions to DNR-Trails@Michigan.gov.

Registration now open for MTA's *Regional Meetings* coming to five locations this fall

Join MTA at the *Regional Meeting* nearest you this fall for a full day of insights into the latest issues impacting townships. Connect with MTA staff, legal counsel and fellow officials while exploring hot topics like renewable energy reform, common legal pitfalls, managing post-election transitions and more. Don't miss this opportunity to get the inside scoop and connect with municipal experts all in one day. [Learn more here](#) or [register online now](#).

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