

Jan. 17, 2025

Bills move to amend earned sick time, minimum wage laws

With changes to the Earned Sick Time Act and the minimum wage hike slated to take effect on Feb. 21, 2025, the House Select Committee on Protecting Michigan Employees and Small Businesses reported two bills to amend the new laws. [House Bills 4001](#) and [4002](#), introduced by Reps. John Roth (R-Green Lake Twp.) and Jay DeBoyer (R-Clay Twp.), received two hearings this week with nearly four hours of public input prior to the committee approving the bills.



HB 4001 would modify the current minimum wage increase schedule to \$12 on Feb. 21, 2025, \$12.50 on Jan. 1, 2026, \$13 on Jan. 1, 2027, \$14 on Jan. 1, 2028, and \$15 on Jan. 1, 2029. Beginning in 2030, the state treasurer would be required to adjust the minimum wage yearly for inflation if unemployment is below 7.5%. It also maintains the tipped minimum wage at 38% of the minimum wage.

HB 4002 would amend the incoming earned sick time requirements to exclude employees from eligibility who work less than 25 hours per week on average or less than 25 weeks per year. In addition, employers with fewer than 50 employees would be exempt from the requirement to provide 72 hours of paid sick time. It would also allow employer policies or collective bargaining agreements that provide more than 72 hours of sick time to remain in place. It would also permit employers to continue to set their own policies relating to notice before calling out sick if they are outlined in an employee handbook.

Both bills impact townships and await a vote before the full House.

New laws affecting local government

Three bills passed by the Legislature in December—and previously reported in *Township Insights*—that impact local government were signed by the governor this week. The new laws take effect April 2, 2025:

- [Public Act 196 of 2024](#) modifies work permit issuance procedures for youth employment.
- [PA 203 of 2024](#) modifies urban county population ranges used in distributing Transportation Economic Development Program (TEDF) funding for transportation projects on local roads.
- [PA 204 of 2024](#) exempts a land bank authority's property, income and operations from all taxes, special assessments and user fees imposed by the state or a local unit of government unless the authority—or its tenant—enters an express contract for those services.

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Upcoming MTA Training & Events

[Now You Know lunchtime webinar](#)

Jan. 22: [Is Your Township Ready for the Earned Sick Time Act?](#)

[New Officials Training](#)

Jan. 14: [Port Huron](#)
Jan. 15: [Gaylord](#)
Jan. 16: [Mt. Pleasant](#)
Jan. 17: [Ann Arbor](#)
[Online version](#)

[Board of Review Training](#)

Feb. 3: [Muir](#)
Feb. 4: [Lawrence](#)
Feb. 5: [Jackson](#)
Feb. 11: [Frankenmuth](#)
Feb. 12: [Hale](#)
Feb. 13: [Gaylord](#)
Feb. 19: [Mt. Pleasant](#)
Feb. 20: [Cadillac](#)
Feb. 25: [Marquette](#)
Feb. 26: [Sault St. Marie](#)
[Online Training](#)

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March 31-April 3: [Annual Educational Conference & Expo](#)

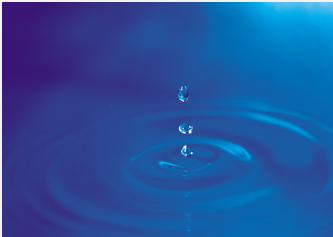
- Pre-Conference sessions:**
- **Assessing Uniqueness: Best Practices for Assessment
 - **Board Authorities, Responsibilities and Roles
 - **Township Finances
 - **Legal Institute for Township Attorneys

Governor delivers 'Road Ahead' address at Detroit Auto Show

Focused primarily on economic incentives and attracting investment to the state, Gov. Whitmer outlined priorities this week to keep Michigan competitive on the automotive front. The proposals include road funding, a “Make it in Michigan” job fund to attract manufacturers and tech centers, a payroll tax cut to reward companies for hiring employees and paying higher wages, and a more streamlined site readiness program, as well as more investments in housing, placemaking, brownfield redevelopment and transit. On road funding, the governor said she is looking forward to a bipartisan proposal that will include new revenues and spending cuts. The governor will deliver her State of the State address on Feb. 26 to outline her priorities for the year.

New website dedicated to State Revolving Fund info

The Michigan Department of Environment, Great Lakes, and Energy has launched an [online hub](#) for information on the Drinking Water and Clean Water State Revolving Fund (SRF) programs, Strategic Water Quality Initiatives Fund and other available water infrastructure grants. The new site includes eligibility information, pre-application guidance and the Intent to Apply form, due by Nov. 1, 2025, for SRF projects taking place in FY 2027. There is also a dashboard of currently funded projects to peruse for ideas and examples of eligible water infrastructure proposals.




SAVE THE DATE
2025 MTA CAPITAL CONFERENCE
 MARCH 4
 LANSING CENTER

MTA QUICK LINKS

- [Answer Center](#)
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- [Community Connection](#)
- [Webcasts](#)
- [Store](#)
- [Township Governance Academy](#)
- [Allied Service Providers](#)
- [NATaT](#)

ALLIED SERVICE PROVIDERS

MTA Conference housing opens Jan. 23

Have you registered for [MTA's Conference & Expo](#) coming to Grand Rapids March 31-April 3, 2025? Remember—You must be registered to reserve your hotel room when **room blocks open next week, on Jan. 23, at 9 a.m.** sharp! Your emailed Conference registration confirmation contains your personalized housing code, which is required to complete the booking process. Rooms at the our host hotel, the Amway Grand Plaza, are expected to fill up very quickly, so be sure to [register early!](#) Visit our website for [booking procedures and tips](#), [hotel options and amenities](#) OR [to learn more about the township event of the year.](#)



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www.theparplan.com

Upcoming workshops, webinars explore renewable energy siting, brownfields and more

Renewable energy. The Michigan Department of Environment, Great Lakes, and Energy is holding a [Renewable Energy Academy](#) workshop on Jan. 29 at Treetops Resort in Gaylord. The free, in-person workshop will share information needed to prepare for the new renewable energy siting landscape with the implementation of Public Act 233 of 2023, which shifted siting authority for utility-scale facilities to the Michigan Public Service Commission. Find MTA information about PA 233 [here](#).

Brownfields. Get updates and your questions answered on brownfield policies, upcoming programs, financing and implementation at a [Jan. 29 webinar](#) hosted by experts from EGLE, the Michigan Economic Development Corporation and Michigan State Housing Development Authority.

Community forestry grant. A [Jan. 24 webinar](#) with the state Department of Natural Resources webinar will explore community forestry grants for tree-planting projects in disadvantaged or underserved areas of the state. Grant applications are now being accepted and are due by March 14. Visit the [Urban and Community Forestry Program website](#) for more information and a recording of the webinar after the event.

Workplace safety. Two workplace safety training sessions will be held at the Library of Michigan in Lansing on Jan. 28, covering active shooter survival plans (from 9 a.m. to noon); and preventing victimization in the workplace for isolated workers or workers in emotionally taxing, community-based roles (from 1 to 4 p.m.). [Register online](#) for one or both of the free sessions.

BOE reminders for clerks

Audit list. The Nov. 5 election [audit list](#) and [Release of Security Memo](#) are available in the state Bureau of Elections (BOE) [eLearning Center](#). If your township appears on the audit list, either the BOE or your county clerk's office will contact the township clerk to arrange a time for the audit.



Election official accreditation. BOE's Virtual Accreditation Program has been updated to include changes in election administration established by Proposal 2022-02 and changes to Michigan Election Law effective in the last year. Completion of this program fulfills requirements for clerks to receive initial two-year accreditation in the conduct of election administration responsibilities. Deputies and election administrators may also complete the program. It

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

[* Consumers Energy](#)

[* Fahey Schultz Burzych Rhodes PLC](#)

[* Foster Swift Collins & Smith, PC](#)

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[* ITC Holdings Corp.](#)

[* Rosati, Schultz, Joppich & Amsbuechler, P.C.](#)

[* Mika Meyers, PLC](#)



may be taken in lieu of or in addition to in-person accreditation training; in-person election official accreditation training will be announced in the coming weeks.

Federal update for week of Jan. 13

Check out the National Association of Towns and Townships [Weekly Legislative Update](#) for an update on federal actions impacting townships.

MTA offices closed Jan. 20

The MTA office will be closed on Monday, Jan. 20, in observance of Martin Luther King, Jr. Day and will reopen on Tuesday, Jan. 21.

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