

Proposal Summaries

Michigan's Time to Care (Paid Sick Leave)

- Requires a company to provide 72 hours of paid earned sick time (one hour of paid leave for every 30 hours worked)
- Small businesses with fewer than 10 employees would have to provide 40 hours paid sick leave and up to 32 hours of unpaid sick leave
- Only federal employees are exempt meaning all employers including state and local government, private, non-profits, churches, agriculture and more will be required to comply with the policy
- This legislation includes part-time employees
- Sick leave can be used for a wide and potentially unrestricted list of reasons, including for care of any person related by blood “or affinity” – a vague regulatory term
- No proof (i.e. doctors note) is required to take sick leave; liability lies with the employer
- Does not require notice of employer prior to use of paid sick time
- Empowers state bureaucrats with new investigatory and regulatory authority including civil penalties.

One Fair Wage (Minimum Wage)

- Increase Michigan's minimum wage to \$12.00/hour by 2022.
- Eliminate Michigan's tipped wage to match minimum wage by 2024.