


HB 4001 is the Best Choice for Employers and Employees

Year	Current Law Min Wage	Current Law Tipped Wage	Senate Bill 8 Min Wage	Senate Bill 8 Tipped Wage	House Bill 4001 Min Wage	House Bill 4001 Tipped Wage
Jan 1, 2025	\$10.56	38%	-	-	-	-
Feb 21, 2025	\$12.48	48%	\$12.48	38%	\$12.00	38%
2026	\$13.29	60%	\$13.73	40%	\$12.50	38%
2027	\$14.16	70%	\$15.00	42%	\$13.00	38%
2028	\$14.97	80%	\$15.00 + CPI	44%	\$14.00	38%
2029	\$14.97 + CPI	90%	+CPI	46%	\$15.00	38%
2030	+CPI	100%	+CPI	49%	\$15.00 + CPI	38%
2031	+CPI	100%	+CPI	51%	+CPI	38%
2032	+CPI	100%	+CPI	53%	+CPI	38%
2033	+CPI	100%	+CPI	55%	+CPI	38%
2034	+CPI	100%	+CPI	57%	+CPI	38%
2035	+CPI	100%	+CPI	60%	+CPI	38%

Senate Bill 15 vs. House Bill 4002: The Choice is Clear for Small Businesses

 SMALL BUSINESS Association of MICHIGAN	Senate Bill 15	House Bill 4002
Allows front-loading of benefits	Yes	Yes
Limits use of benefits to one-hour increments	Yes	Yes
Eliminates the rebuttable presumption that automatically assumes employers are guilty	Yes	Yes
Restricts civil action against employers for violations of ESTA	Yes	Yes
Exempts part time employees, contractors, and seasonal workers	<i>No</i>	Yes
Exempts small businesses with 50 or fewer employes	<i>No</i>	Yes
Allows existing leave policies to count towards ESTA requirements	<i>No</i>	Yes
Limits carry over of benefits to what can be used in a single benefit year	<i>No</i>	Yes
Prevents bonuses, commissions, and overtime from counting towards ESTA payout rate	<i>No</i>	Yes
Allows employers to enforce their own notice and documentation policy for leave	<i>No</i>	Yes
Addresses the three-day no-call-no-show loophole	<i>No</i>	Yes