

CLIENT ALERTS

Court Temporarily Pauses Earned Sick Time and Minimum Wage Changes for Michigan Employers

Client Alert

7.29.2022

In a recent client alert, we detailed a Michigan Court of Claims decision that could have a major impact on Michigan employer sick leave policies and the minimum wage rate—potentially requiring employers, regardless of size, to offer additional paid sick time for employees. That decision, however, has now been stayed for 205 days (until February 19, 2023). This means that the Michigan Paid Medical Leave Act, which has been in effect since 2019, will remain in place for now. Likewise, the current minimum wage rate of \$9.87 per hour will remain in effect (as opposed to \$12 per hour if the Court's decision were not paused). This ruling also, at least temporarily, preserves the current tip pooling rules for the hospitality industry.

The legal fight will now shift to the Court of Appeals. Butzel will have more updates as this important issue continues to work its way through the court system.

Brett J. Miller

313.225.5316

millerbr@butzel.com

Joseph E. Richotte

248.258.1407

richotte@butzel.com

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Brett J. Miller
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