

HOUSE BILL NO. 4001

January 08, 2025, Introduced by Reps. Roth, DeBoyer, Aragona, Markkanen, BeGole, Prestin, Wozniak, Wendzel, Schmaltz, DeBoer, DeSana, Cavitt, Beson, Harris, Steele, St. Germaine, Bollin, Martin, Meerman, Woolford, Bruck, Kunse, Fox, Kelly, Hoadley, Alexander, Lightner, Slagh, Rigas, Frisbie, Schuette, Fairbairn, Borton, Maddock, Jenkins-Arno, Bierlein, Mueller, Wortz, VanderWall and Greene and referred to Committee on Select Committee on Protecting Michigan Employees and Small Businesses.

A bill to amend 2014 PA 138, entitled
"Workforce opportunity wage act,"
by amending sections 4 and 4b (MCL 408.414 and 408.414b); and to
repeal acts and parts of acts.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

- 1 Sec. 4. (1) Subject to the exceptions specified in this act,
2 the minimum hourly wage rate is:
3 ~~(a) Before September 1, 2014, \$7.40.~~
4 ~~(b) Beginning September 1, 2014, \$8.15.~~
5 ~~(c) Beginning January 1, 2016, \$8.50.~~
6 ~~(d) Beginning January 1, 2017, \$8.90.~~

1 ~~(e) Beginning January 1, 2018, \$9.25.~~

2 (a) **Beginning February 21, 2025, \$12.00.**

3 (b) **Beginning January 1, 2026, \$12.50.**

4 (c) **Beginning January 1, 2027, \$13.00.**

5 (d) **Beginning January 1, 2028, \$14.00.**

6 (e) **Beginning January 1, 2029, \$15.00.**

7 (2) Every January beginning in January ~~2019, 2030~~, the state
 8 treasurer shall adjust the minimum wage by an amount determined by
 9 the state treasurer at the end of the **immediately** preceding
 10 calendar year to reflect the average annual percentage change in
 11 the ~~consumer price index~~ **Consumer Price Index** for the most recent
 12 5-year period for which data are available. As used in this
 13 subsection, ~~"consumer price index"~~ **"Consumer Price Index"** means the
 14 most comprehensive index of consumer prices available for the
 15 midwest region from the ~~bureau~~ **Bureau** of ~~labor statistics~~ **Labor**
 16 **Statistics** of the United States ~~department~~ **Department** of ~~labor~~.
 17 **Labor**. The wage and hours division of the department of licensing
 18 and regulatory affairs shall post the adjusted minimum wage on its
 19 website ~~by~~ **not later than** February 1 of the year it is calculated,
 20 and the adjusted rate is effective beginning April 1 of that year.
 21 An annual increase under this subsection ~~shall~~ **must** not exceed
 22 3.5%.

23 (3) An increase in the minimum hourly wage rate as prescribed
 24 in subsection (2) does not take effect if the unemployment rate
 25 determined by the ~~bureau~~ **Bureau** of ~~labor statistics~~, **Labor**
 26 **Statistics of the** United States ~~department~~ **Department** of ~~labor~~,
 27 **Labor**, for this state is ~~8.5%~~ **7.5%** or ~~greater~~ **more** for the year
 28 preceding the year of the prescribed increase.

29 Sec. 4b. (1) An employer may pay a new employee who is less

1 than 20 years of age a training hourly wage ~~of \$4.25~~ **that is 75% of**
2 **the general minimum hourly wage established under section 4** for the
3 first 90 days of that employee's employment. The hourly wage
4 authorized under this subsection is in lieu of the minimum hourly
5 wage otherwise prescribed by this act.

6 (2) Except as provided in subsection (1), the minimum hourly
7 wage for an employee who is less than 18 years of age is 85% of the
8 general minimum hourly wage established ~~in~~ **under** section 4.

9 (3) An employer shall not displace an employee to hire an
10 individual at the hourly wage authorized under this section. As
11 used in this subsection, "displace" includes termination of
12 employment or any reduction of hours, wages, or employment
13 benefits.

14 (4) A person who violates subsection (3) is subject to a civil
15 fine of not more than \$1,000.00.

16 Enacting section 1. The improved workforce opportunity wage
17 act, 2018 PA 337, MCL 408.931 to 408.945, is repealed.