



## Make Your Voice Heard on Paid Leave, Minimum Wage

Your engagement with Michigan lawmakers to help educate them on the devastating impacts of the Supreme Court's decision on paid leave and minimum wage is crucial. Because the Court's decision takes effect in February, we are under a tight deadline and face extraordinary election pressures.

Lawmakers need to hear from their constituents – businesses – on this issue. Act today to share your story about the wages and benefits you provide your employees, and how the Court's decision, if left unchanged, will negatively impact Michigan job providers, workers and your local economy. Urge lawmakers to support practical and commonsense legislation to lessen the harm of the Supreme Court's decision!

### Your Approach

**Contact your legislator and the Governor's office** in the way you feel most comfortable – calling their office, emailing or visiting them at an in-district event. Remember: If your business has multiple locations, you should be reaching out to multiple lawmakers!

**Find your State Rep:**  
[www.house.mi.gov](http://www.house.mi.gov)

**Find your State Senator:**  
[senate.michigan.gov/  
findyoursenator](http://senate.michigan.gov/findyoursenator)

**Governor's office:**  
517-335-7858  
[somegovweb.state.mi.us/  
GovRelations/  
ContactGovernor](http://somegovweb.state.mi.us/GovRelations/ContactGovernor)

**Be yourself** and take a conversational approach. You should be looking to tell your story and have a discussion. Seek to understand where the lawmaker stands.

### Making Your Ask

**1. Introduce Yourself**  
Share your name, the name of your business and location, the number of employees you have, and how long you've had your business.

**2. Tee Up the Issue**

#### **Paid Leave**

The Michigan Supreme Court's decision ordering the Earned Sick Time Act (ESTA) into effect in February is disastrous for my business and my workers. **The ESTA imposes some of the most far-reaching and stringent paid time off provisions found in any state – and I'm asking for your help to soften the impact.**

## Why it's problematic

- Will force businesses of all sizes and types to rethink their approach to paid time off (PTO). Even if you offer 72 hours or more of leave to employees today, ESTA will require you to change your benefits.
- There are no exemptions – even for small businesses – and all employees must be covered: full-time, part-time, seasonal, temps, independent contractors, etc.
- The 72 hours of mandatory leave can be used intermittently and without advanced notification to the business, which will exacerbate staffing shortages.
- All unused sick leave at the end of a year must roll over to the next year, with no cap on the number of hours that can be rolled over.
- It's a litigation nightmare, by allowing employees to sue businesses and automatically assuming the employee's side for unfavorable personnel actions (via a rebuttable presumption). This puts employers in the position of having to defend their HR decisions in court. No other state has a rebuttable presumption, creating a disincentive to hiring and entrepreneurship in Michigan.

## Minimum Wage

The Michigan Supreme Court's decision on minimum wage **will increase the wage from \$10.33 to \$12.48+/hour in 2025 and to \$15+/hour over the next four years**. These increases are drastic and unsustainable and will force me to increase prices, lay off employees, automate jobs, or make other drastic changes.

## Why it's problematic

The elimination of the tipped minimum wage is devastating to my business and an already-vulnerable service industry. The tipped minimum wage is preferred by servers, operators and customers alike. Please work to preserve the tipped minimum wage!

3.

## Give an Example

Share your story, giving an example that supports the point(s) you made above. For example, maybe you talk about the added costs, how it will impact your operations or ability to staff shifts, disrupt your current benefit plan, etc.

4.

## End with a Call to Action

We need your help in getting through practical and commonsense legislation to lessen the harm of the Supreme Court's decision before the end of 2025. This issue cannot afford to wait. Can I count on your support?

## Closing Thoughts

We would love to hear how your conversation goes! Please loop back with any feedback.  
Thank you for your help!



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