



PAVE THE WAY FOR BETTER JOBS

"We know people are supposed to be saving their money, but they have to be making enough of a living so they have extra to save. People who are working on minimum wage can't do that."

-Marian, Petoskey

THE ROAD AHEAD

To improve job quality for all workers, Michigan must:



Make sure workers are paid for overtime hours.



Provide better minimum wage protection for tipped workers.



Guarantee paid sick time for all workers.



Ensure that workers receive adequate notice of schedule changes.



TIME FOR A TUNE-UP

Many people show up at their jobs each day and work hard, yet have unpredictable schedules that disrupt their family life, work overtime without extra compensation, lose pay or even their jobs when they get sick, or earn less than minimum wage when tips are low. By enacting "job quality" measures, Michigan can help ensure that our state is a place in which hard work by ALL workers is respected and compensated fairly.



ABOUT THE OWNER'S MANUAL FOR MICHIGAN

We all agree Michigan needs a major tune-up. And like the real vehicles we all depend on, it takes a lot of components and tools to make our state go. Without good jobs and training, reliable healthcare, quality education, strong families, and a safe environment, our state can't run properly. That's why we've created a clear and comprehensive plan to help lawmakers on the road ahead—the Owner's Manual for Michigan.

REPAIRING THE PROBLEM:



HOW TO IMPROVE JOB QUALITY IN MICHIGAN

- 1. Raise the overtime threshold to \$55,000 by 2022 and adjust annually after that.** The threshold has been frozen at just \$23,660 since 2004, meaning many workers earning above that amount could be forced to work far beyond 40 hours per week without extra pay. The Michigan governor can enact this by executive order.
- 2. Phase out the separate minimum wage for tipped workers.** In occupations where workers traditionally receive tips, employers are allowed to pay a “tipped minimum wage” much lower than the regular hourly minimum wage. If that wage plus the tips do not add up to the regular minimum wage, the employer is supposed to pay the difference, yet many discourage or resist requests to do this. A 2018 ballot proposal would have phased out the separate tipped minimum wage by 2024, but the Michigan Legislature kept it from the ballot and preserved the separate wage for tipped workers.
- 3. Enact a paid sick leave law that covers all workers.** A ballot proposal in 2018 would have made nearly all workers eligible to accrue paid sick days based on the number of hours they worked. The Legislature prevented it from going to the ballot and instead excluded approximately 62% of Michigan’s workers from mandated eligibility, many of whom are in the least likely occupations to have employer-provided sick leave. The Legislature and governor should work during to extend the paid sick leave law to cover all workers.
- 4. Require employers to make work scheduling as predictable as possible.** Late-notice scheduling and sudden schedule changes can cause workers to lose anticipated wages and create child care and transportation difficulties. Michigan should enact legislation granting an employee the right to request changes to the number of work hours and the amount of advance notice for schedule assignments, require an extra hour of pay to the employee if there is a last-minute change to a scheduled shift, and require a minimum of four hours of pay if a worker is sent home before the end of the shift.

SHARING THE ROAD

Equity is of utmost importance when it comes to building a better Michigan. Job quality issues particularly affect workers in occupations that pay low wages, and many of those jobs are held by people of color. The 2016 median hourly wage in Michigan was nearly \$19 for White workers, but just over \$14 for African American and Latinx workers, and a far larger share of African American and Latinx workers (17%) than of White (10%) and Asian (9%) workers would have been directly affected by an increase in the minimum wage to \$12 by 2022. Work is the best route out of financial hardship, but when a disproportional number of low-wage and low-quality jobs are held by people of color and the Michigan Legislature works to suppress improvements in these areas, it undermines the American promise of equal opportunity for all.

