



Capitol Caucus,

We hope this message finds you well. On behalf of the Choose Lansing and the Lansing Regional Chamber of Commerce, we want to bring to your attention the recent ruling by the Michigan Supreme Court regarding minimum wage and earned sick time. This ruling has significant implications for our business community, and we are committed to ensuring that these changes are implemented in a way that supports both employees and employers.

We understand the importance of fair wages and adequate sick leave; however, we also recognize the potential challenges this ruling may pose to businesses across our region, particularly small and medium-sized enterprises. As advocates for the business community, we are hopeful that the legislature can work on addressing any harmful components of this ruling to mitigate its impact on businesses while continuing to protect workers' rights.

To this end, we plan to meet with each Capitol Caucus member in the coming months, accompanied by business owners from the Greater Lansing area. During these meetings, we will ask for your support in working towards viable legislative solutions on six key changes:

1. **Exempt Plans That Meet or Exceed the Mandated 72 Hours:** We propose that plans already providing benefits equal to or greater than the mandated 72 hours be exempted from additional requirements.
2. **Exempt Small Businesses and Certain Workers:** We believe that small businesses, as well as part-time workers, seasonal employees, and other specific worker categories, should be exempt from the mandates to ensure the sustainability of their operations.
3. **Require Time to be Used in Full-/Half-Day Increments:** To improve operational efficiency, we propose allowing employers to require that time off be taken in full- or half-day increments and permitting them to require advanced notice.
4. **Eliminate Private Right of Action and Rebuttable Presumption:** We advocate for eliminating the private right of action and rebuttable presumption, which could otherwise lead to an increase in litigation and administrative burdens for businesses.
5. **Allow Employers to Frontload Time Off:** Finally, we suggest allowing employers to frontload the 72 hours of time off to avoid complicated accrual systems and provide employees with maximum flexibility.
6. **Support a Fast-Track, Responsible Increase in the Minimum Wage with Preservation of the Tip Credit:** We support the Michigan Restaurant and Lodging Association (MRLA) in advocating for a responsible increase in the minimum wage that

includes the preservation of the tip credit. This approach balances the need for fair wages with the operational realities faced by businesses in the hospitality industry.

These proposals are aimed at creating a balanced approach that supports both the business community and the workforce.

We appreciate your continued support and partnership in fostering a thriving business environment in our region. We look forward to working together on this important issue and will be in touch soon to schedule our meeting.

Thank you for your attention to this matter.

Sincerely,



Julie Pingston, CDME, CMP, CTA
President & CEO
Choose Lansing | Plan on Something Greater



Tim Daman
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