

**The Improved Workforce Opportunity Wage Act**  
**Public Act 337 of 2018, as amended by Public Act 368 of 2018**  
**Frequently Asked Questions (FAQs)**

**1. When will Michigan's minimum hourly wage rate increase?**

Effective March 29, 2019, the minimum hourly wage rate will increase from \$9.25 to \$9.45 per hour.

**2. Did Michigan's overtime requirements change?**

No. Overtime requirements remain the same under the Improved Workforce Opportunity Wage Act. Nonexempt employees should be paid 1-1/2 times their regular rate of pay for hours worked over 40 in a 7-day workweek.

**3. Who is covered by the Michigan minimum wage and overtime law?**

The Improved Workforce Opportunity Wage Act applies to employees who work in Michigan for employers that have 2 or more employees, 16 years of age and older. Employers subject to both the state and federal minimum hourly wage rate should follow the stricter standard.

**4. Is there a different minimum hourly wage rate for minors?**

Minors 16 to 17 years of age may be paid 85% of the minimum hourly wage rate. Effective March 29, 2019, 85% of the minimum hourly wage rate will increase from \$7.86 to \$8.03 per hour.

**5. Is there a training wage for newly hired employees 16 to 19 years of age?**

Newly hired employees, age 16 to 19 years may be paid \$4.25 per hour for the first 90 days of their employment.

**6. What is the minimum hourly wage rate for tipped employees?**

Tipped employees may be paid 38% of the minimum hourly wage rate provided:

- Employees are informed of the tip provisions
- Employees receive and report tips
- The tips received plus the wages paid equals or exceeds the minimum hourly wage rate and if not, the employer pays the shortfall

Effective March 29, 2019, 38% of the minimum hourly wage rate will increase from \$3.52 to \$3.59 per hour.

**7. How do I obtain the required minimum wage poster?**

The minimum wage and overtime poster may be downloaded from the Wage and Hour Division's website, [www.michigan.gov/wagehour](http://www.michigan.gov/wagehour), or free copies may be requested by calling 855-464-9243 (4MI-WAGE). Posters are available in English, Spanish, and Arabic.

**8. How do I file a claim for unpaid minimum wages and/or overtime?**

Claims may be filed online at [www.michigan.gov/wageclaim](http://www.michigan.gov/wageclaim), in person at a Wage and Hour Division office, or a form may be requested by calling 855-464-9243 (4MI-WAGE). Claim forms are available in English, Spanish, and Arabic.

**9. What if I have additional questions?**

Please visit [www.michigan.gov/wagehour](http://www.michigan.gov/wagehour) or call 855-464-9243 (4MI-WAGE).