



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY  
LANSING

SUSAN CORBIN  
DIRECTOR

## **MEMORANDUM**

**DATE:** March 28, 2025

**TO:** The Honorable Sarah Anthony, Chair  
Senate Appropriations Committee

The Honorable Ann Bollin, Chair  
House Appropriations Committee

The Honorable Douglas Wozniak, Chair  
Joint Committee on Administrative Rules

The Honorable Mary Cavanagh, Chair  
Senate Appropriations Subcommittee on LEO/MEDC

The Honorable Nancy Jenkins-Arno, Chair  
House Appropriations Subcommittee on LEO

**FROM:** Susan Corbin, Director  
Michigan Department of Labor and Economic Opportunity

**SUBJECT:** LEO - Annual Policy Changes Report to the Legislature

Attached is the Annual Policy Changes Report to the Legislature, prepared by LEO's Legislative Affairs team, pursuant to Section 217 of PA 121 of 2024.

Should you have any questions regarding this report or need additional information please contact Jayshona Hicks, LEO Director of Legislative Affairs at Hicksj15@michigan.gov or (248) 200-9134.

cc: Members, Senate Appropriations Committee  
Members, House Appropriations Committee  
Members, Joint Committee on Administrative Rules  
Members, Senate Appropriations Subcommittee on LEO/MEDC  
Members, House Appropriations Subcommittee on LEO  
Jen Flood, State Budget Director  
Kathryn Summers, Senate Fiscal Agency  
Mary Ann Cleary, House Fiscal Agency  
Senate and House Policy Staff

**Department of Labor and Economic Opportunity (LEO)**  
**Calendar Year 2024 Policy Change Report**  
**Required by PA 121 of 2024 (Sec. 217)**

*Not later than April 1, the department shall report on each specific policy change made to implement a public act affecting the department that took effect during the previous calendar year.*

Division	PA#	Year Signed	Effective Date	Description	Bill#	Sponsor	Policy Changes	Notes
MERC	8	2023	2.13.24	Restores former provisions of collective bargaining rights	SB 34	Sen. Darrin Camilleri		Applies to private sector cases under the Labor Management Act (LMA). Very little Michigan Employment Relations Commission (MERC) impact.
Labor	9	2023	2.13.24	Allow requirement for agency fee for nonunion members in bargaining agreements and as condition of employment in public sector.	HB 4004	Rep. Regina Weiss		Applies to public sector cases under the Public Employment Relations Act (PERA)—Becomes effective once Federal Law is repealed or replaced. Some agency impact.
Labor	10	2023	2.13.24	Requires prevailing wages and fringe benefits on State projects; prescribe the process by which the Department of Labor and Economic Opportunity would have to establish prevailing wages and fringe benefits and provides a penalty for violation of the law.	HB 4007	Rep. Brenda Carter		Extensive agency impact requiring new customer or claims management systems (CMS), added staff, and expanded agency processes. Changes ongoing over next 12-18 months.
MSHDA/SLBA	52	2023	2.13.24	Economic development; other; definition of qualified city; modify.	HB 4375	Rep. Kristian Grant	No new policy required	Expanded opportunities for local land bank creation to certain municipalities over 50,000 in population.
Labor	113	2023	2.23.24	Public service employment: provisions related to the collection of union dues by public school personnel and the freezing of wages and benefits for certain public employees during contract negotiations; repeal.	HB 4044	Rep. Matt Koleszar		Impacts public school district unionized workers. Little impact on MERC.
MSHDA	213	2023	2.13.24	Housing; landlord and tenants; condemnation notifications to tenants; require	HB 4273	Rep. Amos O'Neal	No new policy required	Michigan State Housing Development Authority (MSHDA) is not an "enforcing agency".
CWETO	232	2023	2.13.24	Labor; other; community and worker economic transition office; establish.	SB 519	Senator Sam Singh	No new policy required	Office launched on 2.13.24. Began hiring staff to implement Economic Transition Office activities. Statewide Economic Transition Plan development underway.

Labor	236	2023	2.13.24	Labor; organizations; public employee contact information; require public employers to provide to bargaining representatives.	SB 169	Sen. John Cherry		Adds transparency re: Bargaining Unit composition and contact information
Labor	237	2023	2.13.24	Labor; collective bargaining; definition of public employee in 1947 PA 336; remove exclusion of certain graduate assistants from.	SB 185	Sen. Jeff Irwin		Expands application of MERC rights to small group of public workers. Some increased MERC activity since enactment.
OGM	241	2023	2.28.24	Civil rights; other; language access plan; require state agencies to create and implement for individuals with limited English proficiency.	SB 382	Sen. Stephanie Chang	Nothing new required	State departments' language access plans underway.
OGM	242	2023	2.28.24	Civil rights; other; language access plan; require state agencies to create and implement for individuals with limited English proficiency.	HB 4720	Rep. Ranjeev Puri	Nothing new required	
Labor	243	2023	2.13.24	Labor; public service employment; deduction from a public employee's wages for certain political purposes; remove prohibition against	HB 4230	Rep. Jimmie Wilson		Impact on Public Schools. Little impact on MERC.
MSHDA	71	2024	7.8.24	Housing: housing development authority; pass-through short-term bond financing program; modify. Amends sec. 44c of 1966 PA 346 (MCL 125.1444c).	SB 417	Sen. Sam Singh	Policy changes required	Allows a borrower to qualify for a pass-through loan with the option of Authority-approved credit enhancement or a private placement structure.  Increases the amount a borrower can have outstanding for loan commitments to the greater of (a) \$100 million or (b) the amount of financing for a single project.
Labor	114	2023	2.13.24	Removes prohibition against labor organizations' assistance in collecting dues from public school employee.	HB 4233	Rep. Churches		Impact Public schools; Little impact on MERC.
Labor	115	2023	2.13.24	Removes performance evaluation standards, merit pay standards, and decisions on layoff, recall, hiring, position eliminations, classroom observation, teacher placement, evaluation, discipline, and discharge from prohibited subjects of bargaining for public school employers.	HB 4354	Rep. Weiss		Impact on public schools and increased impact on MERC Mediation and state filed unfair labor practices (ULP) activity with MERC.
Labor	143	2023	2.13.24	Removes a public school employer's decision to contract with a third party for noninstructional support services from prohibited subjects of bargaining.	HB 4356	Rep. Carter		Impact on public schools and increased impact on MERC Mediation and ULP activity with MERC.
Labor	144	2023	2.13.24	Collective Bargaining: Updates reference to the state school aid act of 1979	HB 4357	Rep. Hood		Little impact on MERC

*\* 2023 PAs without immediate effect took effect on the 91<sup>st</sup> day after Sine Die adjournment of the Legislature In 2023. Sine Die was on November 14, 2023. The PA effective date was February 13, 2024.*