Department of Labor and Economic Opportunity (LEO)

Calendar Year 2025 Policy Change Report

Required by Public Act 22 of 2025 Sec. 217

Public Act 22 of 2025, 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. The report must include reference to the public act that necessitates the policy change. The department shall submit the report to the standard report recipients, to the senate and house appropriations committees, and to the joint committee on administrative rules.

With the exception of appropriations bills, the Department was either lead agency and/or was affected by the following bills that became law in calendar year 2025. Following enactment, the Department made policy changes or took other actions to implement those acts where necessary. The following chart lists the acts that necessitated policy changes and the policy changes made to implement each act. Should you have any questions regarding this report or need additional information, please contact LEO's Legislative Affairs Division at LEO-Legislative-Team@michigan.gov.

Division	Public Act (PA) #	PA Year	Effective Date	Description	Bill#	Sponsor	Policy Changes Required?	Specific Policy Change(s) Made
MIOSHA (Michigan Occupational Safety and Health Administration)	17	2024	4/2/25	PA 17 of 2024 added criteria in the Michigan Occupational Safety and Health (MIOSHA) Act to determine if an employer has repeatedly violated the MIOSHA Act related to asbestos and allow a civil fine reduction to be issued if certain conditions are met.	HB 4185	Rep. Denise Mentzer	Yes	To implement PA 17 of 2024, the MIOSHA Field Operations Manual (FOM) was updated to reflect the act's statutory and policy changes including, defining how staff should determine when an asbestos-related violation is closed; when an employer has repeatedly violated the act by committing an asbestos-related violation no later than 5 years after a previous violation's case closing date; and how much a civil penalty for asbestos-related violations can be reduced. MIOSHA provided training on August 6, 2024, to instruct staff on the new statutory changes and ensure proper penalty calculations for asbestos-related citations.

Division	Public Act (PA) #	PA Year	Effective Date	Description	Bill#	Sponsor	Policy Changes Required?	Specific Policy Change(s) Made
Labor (Wage & Hour)	110	2024	4/2/2025	PA 110 of 2024 expanded the scope of state projects that must pay prevailing wage and fringe benefits, to include solar or wind energy projects. The act requires LEO to develop a state project registration system and certified payroll record database for contractors and subcontractors on state construction projects. The act also requires the department to charge a fee for registration. Any fees or fines for violation of prevailing wage and fringe benefit requirements would be deposited into the proposed Prevailing Wage Fund.	SB 571	Sen. John Cherry	Yes	To implement PA 110 of 2024, Labor staff had until 4/2/2026 to create a certified payroll system. That payroll system has been created and will collect certified payrolls from registrants. Additionally, Labor staff created a registration system, including necessary forms, for contractors and subcontractors working on certain State projects. Also, the required fees have been set and are being collected.
UIA (Unemployment Insurance Agency)	173	2024	4/2/2025	PA 173 of 2024 increases the maximum number of unemployment insurance benefit weeks to 26; the maximum weekly benefit amount, including amounts per dependent, for claims filed on or after 1/1/2025; and requires further annual weekly benefit amount increases based on statute or the Consumer Price Index (CPI) beginning 12/31/2027.	SB 40	Sen. Paul Wojno	Yes	To implement PA 173 of 2024, the UIA increased the maximum weekly benefit amount and the dependent amount according to the 3-year increase schedule as detailed in statute. Over the next two years, further increases are planned until the weekly benefit amount reaches $614 with a maximum dependent amount of $26. Staff are working to implement the annual CPI increase by the statutory deadline of 12/31/2027. Finally, staff made policy and programmatic changes to reflect the act's new maximum benefit duration of 26 weeks.

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MSHDA	191	2024	4/2/25	PA 191 of 2024 allows MSHDA to cancel notes or bonds that the authority purchases from itself by striking the requirement that the authority must cancel those same notes or bonds immediately under certain conditions.	HB 5030	Rep. Betsy Coffia	Yes	MSHDA implemented PA 191 of 2024 by allowing MSHDA staff to cancel a note or bond purchased by MSHDA at a redemption price determined by existing statutory criteria and updating training and guidance that reflects the new statutory language.
MSHDA	192	2024	4/2/25	PA 192 of 2024 strikes a requirement that the member of MSHDA's governing body that is a resident assisted by a federal housing program administered through the authority, can only vote on decisions related to federal public housing and tenant-based assistance programs.	HB 5031	Rep. Ranjeev Puri	Yes	To implement PA 192 of 2024's statutory change, the authority's participation and voting restrictions on resident members have been removed from relevant documentation and MSHDA has included its resident board member on all voting issues since the effective date of the act.
MSHDA	193	2024	4/2/25	PA 193 of 2024 increases the allowable maximum purchase price or appraised value of a MSHDA loan.	HB 5032	Rep. Will Snyder	Yes	MSHDA implemented PA 193 of 2024's statutory changes by incorporating the new maximum purchase price limits in the new MI Home Loan program which registered with the authority effective on May 1, 2025. Relevant staff training, guidance, and documentation were changed to reflect the new allowable maximum purchase prices allowed under the act. These policy changes assisted in leading MSHDA to help over 6000+ Michigan families achieve homeownership during 2025, the authority's largest single-year totals (buyers and loans) in the agency's 59-year history.

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Labor (Wage & Hour)	196	2024	4/2/2025	Beginning on 10/2/2026, PA 196 of 2024 transfers the responsibility for the issuance and revoking of work permits for minors to LEO. The act requires LEO to create and maintain a registration system which allows minors seeking employment and employers of minors to register with the department. Within 15 days of registration, the department would be required to provide a determination of compliance to the employer, minor, and minor's parent(s) or legal guardian(s). The Department would also be required to create and maintain a database of employers authorized to employ minors.	HB 5594	Rep. Phil Skaggs	Yes	To implement PA 196 of 2024, Labor staff developed the act's required system requirements. Labor staff have also issued a request for proposals (RFP) to parties that may be interested in creating a Youth Employment Permit Portal. This RFP was released on 11/21/2025. The Youth Employment Permit Portal will be implemented before the statutory deadline of 10/2/2026 and will register minors and employers as well as issue work permits for minors.
UIA	239	2024	4/2/25	PA 239 of 2024 amends the Michigan Employment Security Act to allow an individual who was a victim of domestic violence to still be considered not ineligible for unemployment benefits after leaving work voluntarily if the individual left work because of that domestic violence. Additionally, the act specifies that an individual who reduced the individual's own work status to below full-time	SB 975	Sen. Sam Singh	Yes	To implement PA 239 of 2024, the UIA changed relevant program details, training, and guidance to account for PA 239 of 2024's changes which allow for an individual who was a victim of domestic violence to still be considered not ineligible for unemployment benefits after leaving work voluntarily.

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				levels voluntarily would be rebuttably presumed to have left work without good cause contributable to the employer.				
UIA	240	2024	4/2/25	PA 240 of 2024 modernized the statutory language of Sections 3-10a of the Michigan Employment Security Act by updating the references to state departments and agencies to their current names and updating the language within the act to conform to modern drafting conventions.	SB 981	Sen. Mary Cavanagh	Yes	To implement PA 240 of 2024, the UIA made changes to programs, training, and guidance to reflect the act's requirements. Those requirements are that original documents that were copied and preserved could no longer be destroyed and that UIA writings in the performance of official functions are subject to the Freedom of Information Act and available for retention and preservation and archival by the State.
Labor (Wage & Hour)	2	2025	2/21/2025	PA 2 of 2025 amended the Earned Sick Time Act to modify the terms under which employers are required to provide paid sick time to employees.	HB 4002	Rep. Jay DeBoyer	Yes	To implement PA 2 of 2025, Labor staff developed a process to receive complaints that are related to noncompliance with the Earned Sick Time Act (ESTA). Staff standards regarding the investigation of complaints received were also developed so as to ensure complaints are processed in a timely manner. Additionally, staff developed a publicly available poster detailing an individual's rights under ESTA.

** 2024 PAs without immediate effect took effect on the 91st day after Sine Die adjournment of the Legislature In 2024. Sine Die was on December 31, 2024. The PA effective date was April 2, 2025.*