

SUBSTITUTE FOR  
HOUSE BILL NO. 4160  
(As amended February 25, 2003)

A bill to amend 1964 PA 154, entitled  
"Minimum wage law of 1964,"  
by amending the title and section 3 (MCL 408.383).

**THE PEOPLE OF THE STATE OF MICHIGAN ENACT:**

1 TITLE

2 An act to fix minimum wages for employees within this state;  
3 to prohibit wage discrimination; **to prohibit certain local units**  
4 **of government from imposing certain minimum wage requirements;** to  
5 provide for the administration and enforcement of this act; and  
6 to prescribe penalties for the violation of this act.

7 Sec. 3. (1) ~~No~~ An employer shall **not** pay ~~any~~ an  
8 employee at a rate ~~of~~ **that is** less than **the applicable rate**  
9 prescribed in this act **or [as provided for under section 6(a)(1) of the**  
**fair labor standards act of 1938, chapter 676, 52 Stat. 1062, 29 U.S.C.**  
**206.]**

10 (2) A local unit of government shall not enact, maintain, or  
11 enforce by charter, ordinance, purchase agreement, contract,

1 regulation, rule, or resolution, either directly or indirectly, a  
2 minimum wage rate that is greater than the applicable rate  
3 prescribed in this act. This subsection shall not prohibit a  
4 local unit of government from enacting, maintaining, or enforcing  
5 through a collective bargaining agreement or other means a  
6 minimum wage requirement governing compensation paid by that  
7 local unit of government to employees of that local unit of  
8 government. As used in this subsection:

9 (a) "Contract" does not include a collective bargaining  
10 agreement negotiated between a local unit of government and the  
11 bargaining representative of the local unit of government's  
12 employees, pursuant to 1947 PA 336, MCL 423.201 to 423.217.

13 (b) "Local unit of government" means a city, county,  
14 township, village, school district, intermediate school district,  
15 or any political subdivision of this state.

16 (3) Subsection (2) shall not limit, restrict, or expand any  
17 prevailing wage required under 1965 PA 166, MCL 408.551 to  
18 408.558.