



MEMORANDUM

To: Members of the MI House Labor Committee

From: Marcus Keech, Grand Rapids Chamber
Dawn Crandall, Home Builders Association of Michigan
Wendy Block, Michigan Chamber
John McNamara, Michigan Restaurant and Lodging Association
Amy Drumm, Michigan Retailers Association
Amanda Fisher, National Federation of Independent Business
Kelli Saunders, Small Business Association of Michigan

Date: May 23, 2024

Subject: Business groups voice concerns about HB 5594

We are writing to voice our collective concern and opposition to House Bill 5594 as written, which would further complicate the youth work permit process in Michigan. Our organizations have several questions and concerns about the practical implications of this legislation, including how it would work in the real world and impact students and businesses looking for work/employees.

While several states (e.g., Arkansas, Wisconsin, Missouri, and Florida) are considering legislation to eliminate the work permit process for teens and/or allowing them to work additional hours (e.g., New Jersey), HB 5594 doubles down and further complicates this process and draws out timelines for approvals.

Currently, 13 states do not require work permits and another 20 states limit work permits to youth under the age of 16. In other words, a total of 33 states have laws that are more streamlined and simpler for students and employers alike. (Source: <https://www.dol.gov/agencies/whd/state/age-certificates>)

Michigan should be working to break down barriers to students seeking valuable work experience and the opportunity to earn money, not adding additional red tape and barriers to entry. We look forward to engaging with the Committee further about how to make Michigan's work permit process more workable.