

## ■ WORKFORCE OPPORTUNITY WAGE ACT

### TERMS:

**Minimum Wage** — Agricultural employers who (a) have 2 or more workers, and (b) used more than 500 worker-days of agricultural labor during any calendar quarter of the preceding calendar year — for example, 50 workers employed for 10 days, 20 workers employed for 25 days, or any other such combination — are generally required to pay their workers no less than the state minimum wage. The minimum wage is \$8.90 an hour beginning January 1, 2017, and \$9.25 an hour beginning January 1, 2018.

*Exceptions* — The state minimum wage *does not apply* to workers in either of these categories:

- (1) Local hand harvest laborers who commute daily from their permanent residence, are paid on a piece-rate basis in traditionally piece-rate occupations, and worked in agriculture less than 13 weeks during the preceding calendar year.
- (2) Workers from outside the area who are 16 years of age or under and who are hand harvesters, paid on a piece-rate basis in traditionally piece-rate occupations, employed on the same farm as their parent, and paid the same piece rate as those over 16.

**Piece Rate Workers** — Piecework wage rates in the harvesting of fruits and vegetables must yield the equivalent of the state hourly minimum wage for a worker of average ability and effort.

**Pay Statements** — Employers required to pay the state minimum wage must furnish each worker with a statement of hours worked, wages paid and deductions for each pay period.

**ENFORCEMENT:** *Wage and Hour Division, Michigan Department of Licensing and Regulatory Affairs, Lansing, Michigan 48909 (517-284-7800; toll-free 855-464-9243).*

Instead of filing a complaint with the Department, the law gives workers the right to sue the employer in civil court for unpaid minimum wages, using a private attorney or a public legal services program. In either case, the complaint or suit must be filed within 3 years after the violation occurred.