



## MICHIGAN LEGISLATURE

January 29, 2025

Winnie Brinks  
Majority Leader of the Michigan Senate  
Post Office Box 30036  
Lansing, MI 48909-7536

Majority Leader Brinks,

We have a shared opportunity here.

You don't have to be remembered as the person who singlehandedly stopped the preservation of tipped wage jobs across Michigan. We can join together to keep the doors of small businesses open, many of which – without your support – will close forever.

In Grand Traverse County, the average server earns around \$30 per hour with tips, and those are the people who don't want to be capped at \$15 per hour under the status quo. Considering Kent County is home to almost 600,000 more people, I have to imagine there are plenty of tipped workers in your communities earning similar amounts.

We don't know what is going to happen come February 21. But that uncertainty should be exactly why we all need to act with the utmost urgency. We want to limit the range of negative outcomes here and protect working people.

Many advocates for the rules as written by the Supreme Court say that everything is going to work out perfectly, with tipped workers earning a fair wage and tipping culture remaining in place – I would point out that reality will still see restaurants and small businesses close in droves because, without the tip credit, there will be no alternative funding source to help business owners cover their drastically increased payroll expenses.

Alternatively, if folks on our side of the aisle are right, tipping will slow or stop, servers will lose their shifts or their jobs, and even more restaurants and small businesses will be forced to shut down. Eliminating the tip credit could slash the average take-home pay for servers and bartenders in this county by 50% over the next five years. Evidence from other states that have removed the tip credit shows that consumer tipping dramatically declines. While some may tip a dollar or two for exceptional service, the standard 20% may very well vanish.

Then, within those two extreme yet very possible outcomes, we have a thousand other possibilities for what could happen that are all worse than our current tipped wage system. Again, we



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want to limit the range of negative outcomes that could affect our tipped workers, restaurants, and small businesses. I know there is a middle ground somewhere in there; now it's up to us to find it.

I believe in ensuring people are compensated appropriately for the work they do. But we have to make these changes in a responsible way that doesn't close down the very operations employing the people we seek to protect.

My bill would responsibly secure minimum wage increases to match inflation, increasing to \$12 an hour on Feb. 21; to \$12.50 on Jan. 1, 2026; to \$13 an hour the next year; and additional dollar increases for each subsequent year until 2030, when regular increases based on inflation would take over.

Our sick time fix will allow small businesses, those with under 50 employees, to continue to operate with the time off policies that work for them. Many small businesses are already understaffed, they can't afford to hire additional people to help comply with these new rules. Workers also deserve the flexibility to use their time off how they see fit, not be forced into a one-size-fits-all mandate.

House Republicans are coming to you with open arms, seeking collaboration – not a standoff.

We are willing to fight to protect our tipped workers and small businesses. But we would much rather spend the next week or two crafting a bipartisan solution that will gain overwhelming support in our respective chambers. Workers in every district want to see these bills pass, and that makes me believe we can do this.

Politics is messy, but solving these issues doesn't have to be.

This is an opportunity to rise above the fray, embrace common-sense solutions, and show the people we represent true bipartisan solutions are still very possible.

Sincerely,

A handwritten signature in blue ink, appearing to read "John Roth".

Rep. John Roth  
District 104

A handwritten signature in blue ink, appearing to read "Bryan Posthumus".

Majority Floor Leader  
Bryan Posthumus

A handwritten signature in blue ink, appearing to read "Parker Fairbairn".

Rep. Parker Fairbairn  
District 107



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Handwritten signature of Joseph Aragona in black ink.

Rep. Joseph Aragona  
District 60

Handwritten signature of Jerry Neyer in black ink.

Rep. Jerry Neyer  
District 92

Handwritten signature of Tim Kelly in black ink.

Rep. Tim Kelly  
District 93

Handwritten signature of Matthew Bierlein in black ink.

Rep. Matthew Bierlein  
District 97

Handwritten signature of Ann Bollin in purple ink.

Rep. Ann Bollin  
District 49

Handwritten signature of Douglas Wozniak in blue ink.

Rep. Douglas Wozniak  
District 59

Handwritten signature of Bill G. Schuette in black ink.

Rep. Bill G. Schuette  
District 95

Handwritten signature of James DeSana in black ink.

Rep. James DeSana  
District 29

Handwritten signature of Gina Johnson in black ink.

Rep. Gina Johnson  
District 78

Handwritten signature of Mike Mueller in black ink.

Rep. Mike Mueller  
District 72

Handwritten signature of Gregory Alexander in blue ink.

Rep. Gregory Alexander  
District 98

Handwritten signature of Brian BeGole in blue ink.

Rep. Brian BeGole  
District 71

Handwritten signature of Curt VanderWall in black ink.

Rep. Curt VanderWall  
District 102

Handwritten signature of Rachelle Smit in black ink.

Rep. Rachelle Smit  
District 43

Handwritten signature of Ron Robinson in black ink.

Rep. Ron Robinson  
District 58



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Rep. Timothy Beson  
District 96

Handwritten signature of Tom Kuhn in blue ink.

Rep. Tom Kuhn  
District 57

Handwritten signature of Kathy Schmaltz in blue ink.

Rep. Kathy Schmaltz  
District 46

Handwritten signature of David Martin in black ink.

Rep. David Martin  
District 68

Handwritten signature of Donni Steele in black ink.

Rep. Donni Steele  
District 54

Handwritten signature of Dave Prestin in blue ink.

Rep. Dave Prestin  
District 108

Handwritten signature of Steve Frisbie in black ink.

Rep. Steve Frisbie  
District 44

Handwritten signature of Karl Bohnak in black ink.

Rep. Karl Bohnak  
District 109

Handwritten signature of Jamie Thompson in black ink.

Rep. Jamie Thompson  
District 28

Handwritten signature of Ken Borton in black ink.

Rep. Ken Borton  
District 105

Handwritten signature of Gregory Markkanen in black ink.

Rep. Gregory Markkanen  
District 110

Handwritten signature of Matt Maddock in black ink.

Rep. Matt Maddock  
District 51

Handwritten signature of Pat Outman in black ink.

Rep. Pat Outman  
District 91

Handwritten signature of Jay DeBoyer in black ink.

Rep. Jay DeBoyer  
District 63

Handwritten signature of Mike Harris in black ink.

Rep. Mike Harris  
District 52



## MICHIGAN LEGISLATURE

*Nancy Jenkins-Arno*

Rep. Nancy Jenkins-Arno  
District 34

*Angela Rigas*

Rep. Angela Rigas  
District 79

*Tom Kunse*

Rep. Tom Kunse  
District 100

*Jamie Greene*

Rep. Jamie Greene  
District 65

*Luke Meerman*

Rep. Luke Meerman  
District 89

*Mark Tisdell*

Rep. Mark Tisdell  
District 55

*Alicia St. Germaine*

Rep. Alicia St. Germaine  
District 62

*William Bruck*

Rep. William Bruck  
District 30

*Cam Cavitt*

Rep. Cam Cavitt  
District 106

Rep. Joseph Pavlov  
District 64

*Jennifer Wortz*

Rep. Jennifer Wortz  
District 35

Rep. Jason Woolford  
District 50