

MICHIGAN

Michigan Repeals Right-to-Work Law

On April 6, 2023, Michigan [amended](#) its labor code to repeal the state’s right-to-work law. The new law became effective on the date it was adopted.

Overview

The new law allows employers and labor organizations to enter into collective bargaining agreements that require all employees in the bargaining unit to share fairly in the financial support of the labor organization. Specifically, the amendments do not prohibit or limit agreements that require all bargaining unit employees to pay membership dues as a condition of employment.

In addition, the new law prohibits any person from compelling or attempting to compel another by force, intimidation or unlawful threats to:

- Become or remain a member of a labor organization or otherwise affiliate with or financially support a labor organization; or
- Refrain from joining a labor organization or otherwise affiliating with or financially supporting a labor organization.

Affected Entities

Under the new law, “employer” means a person (or their agent) but excludes federal government agencies, any federal reserve bank, any employer subject to the Railway Labor Act, state agencies and labor organizations, including officers and agents, other than when acting as employers.

“Labor organization” means any organization of any kind or any agency or employee representation committee or plan in which employees participate and that exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment or conditions of work.

Employers that work with labor organizations should review their agreements and procedures to ensure compliance with this new law.

Highlights

- ✓ Collective bargaining agreements can require union support as a condition of employment.
- ✓ State law prohibits compelling individuals to become or remain a member of a union.
- ✓ Employees may not be compelled to refrain from joining labor organizations.

The amendments allow collective bargaining agreements that require all bargaining unit employees to pay membership dues as a condition of employment.

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