



Promoting Health and Cost Control in States (PHACCS)

MICHIGAN

The Promoting Health and Cost Control in States (PHACCS) initiative at Trust for America's Health (TFAH) highlights state legislative and administrative actions that support better health and an economic return on investment or state cost savings, while addressing community-level root causes of poor health.

PHACCS Policies Adopted in Michigan



Universal Pre-Kindergarten Programs NO YES



Universal School Breakfast NO YES



Universal School Lunch NO YES



Syringe Access Program NO YES



Smoke-Free Laws NO YES



Complete Streets NO YES



Earned Income Tax Credit NO YES



Paid Sick Leave NO YES



Paid Family Leave NO YES



Ban the Box NO YES

Advancing PHACCS Policies in Michigan

Spotlight: Paid Sick Leave

The state's journey to implement paid sick time began with an effort to include a ballot initiative as part of its 2018 election. Prior to the election, the Michigan legislature adopted the Michigan Earned Sick Time Act, requiring employers to provide employees with earned sick time and legislative authority to amend the initiative. Originally the policy required all employers, including smaller employers, to comply with the policy; however, the legislature amended the initiative to exempt employers with less than 50 employees from having to provide paid sick leave. Other amendments included narrowing the types of employees that could benefit from the policy and reducing the number of hours employees could accrue. On July 31, 2024, the Michigan Supreme Court reinstated the 2018 voter-initiated versions of the Earned Sick Time Act, with the policy taking effect on February 2025. As of October 2025, smaller businesses (i.e. with ten or fewer workers) began complying with the policy.

Seyfarth. "If Pain, Yes Gain - Part 52: Michigan Legislature Adopts Earned Sick Time Initiative". September 12, 2018. <https://www.seyfarth.com/news-insights/if-pain-yes-gain-part-52-michigan-legislature-adopts-earned-sick-time-initiative.html>. January 8, 2026
Cohen, Daniel G., Warren, Richard W. "Michigan Supreme Court Reinstates Voter-Initiated Versions of State's Paid Sick Leave and Minimum Wage Laws". Ogletree Deakins. July 31, 2024. <https://ogletree.com/insights-resources/blog-posts/michigan-supreme-court-reinstates-voter-initiated-versions-of-states-paid-sick-leave-and-minimum-wage-laws/>. Accessed January 8, 2026
Honigman Law Firm. "Michigan's Earned Sick Time Act Expands to Small Employers This Fall". September 25, 2025. <https://www.honigman.com/alert-3097>. Accessed January 8, 2026



State Cigarette Excise Tax Rates

TAX: \$2.00 TIER: MIDDLE

State Excise Tax Rates for Beer and Distilled Spirits



Distilled Spirits

TAX: \$14.61 TIER: HIGH

Beer

TAX: \$0.20 TIER: MIDDLE

Tax rates are expressed by tier: high (top 25%), middle, and low (lowest 25%)

For more information, please contact TFAH at info@tfah.org



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Policy	Health Evidence	Economic Evidence
Goal 1: Support the Connections Between Health & Learning		
Universal Pre-Kindergarten Programs	Associated with lower rates of obesity, depression, alcohol use, and tobacco use. Support improved socioemotional outcomes and academic outcomes.	Universal pre-K has a positive return on investment and is also cost-effective to program participants, their parents, taxpayers, and society through reductions in healthcare and education spending, and increased earnings for program participants.
School Nutrition Programs	Decrease the risk for food insecurity and address child hunger, improve nutrition quality and reduce obesity rates. Supports academic outcomes, including improved school attendance, and improved cognitive and academic performance.	The school breakfast and lunch programs generate \$40 billion in health and economic benefits, a higher value than their combined annual budget.
Goal 2: Employ Harm Reduction Strategies to Prevent Substance Misuse Deaths & Related Diseases		
Syringe Access Programs	Reduce the rate of infectious diseases among intravenous drug users. Influence other outcomes, such as greater promotion of naloxone, prevention overdose education, and connections to treatment.	Syringe access programs can yield cost savings within a year by preventing new cases of HIV and hepatitis and their associated costs for treatment.
Goal 3: Promote Healthy Behavior		
Smoke-Free Policies	Smoke-free policies decrease tobacco use, exposure to secondhand smoke, smoking-related illnesses and mortality.	Smoke-free policies can reduce secondhand smoke exposure and related medical expenditures.
Tobacco Pricing Strategies	Reduced smoking and rates of smokeless tobacco usage. Improved pre- and post-natal outcomes for pregnant women and babies.	Generate cost savings and avoid lost productivity due to poor tobacco-related health outcomes.
Alcohol Pricing Strategies	Increasing the price of alcohol leads to decreased alcohol consumption, less excessive drinking, decreased mortality from liver cirrhosis, and reduced alcohol-related violence.	Save billions of dollars in medical expenses and can also increase state revenue.
Goal 4: Promote Active Living & Connectedness		
Complete Streets	Attract active transportation for biking and walking by improving transportation connectivity. Can help mitigate the impacts of inactive lifestyles and improve health outcomes by promoting physical activity.	Have been associated with economic development, increased home values, and creating economic vitality.
Goal 5: Ensure Safe, Healthy, & Affordable Housing for All		
Housing Rehabilitation Loan & Grant Programs	Positive effects on overall physical and mental health by reducing hazards within a home. Reduce hospitalizations, mitigate heat-related illnesses and cold-related health problems. Can support older adults to age in place.	Improve home values, neighborhood quality and stability by promoting stable housing. Benefits low-income owners by reducing bill costs providing them with more income.
Rapid Re-Housing Programs/ Housing First	Rapid re-housing is linked to improved physical and mental health, greater self-sufficiency, reduced substance use and decreased rates of homelessness.	Improve financial stability and employment outcomes for participants. Supports efforts to maintain employment.
Goal 6: Economic Well-Being		
Earned Income Tax Credit (EITC)	Associated with improved maternal and child health, increased food security and improved mental health outcomes.	Improved likelihood of completing higher education. Reduces likelihood of living in poverty, and criminal convictions.
Earned Sick Leave	Increases opportunities to access preventive healthcare. Reduces exposure to transmissible diseases in the workplace and occupational injury.	Increases labor productivity and profit for employers reduce employee turnover, saving employers the cost of hiring and training replacements.
Paid Family Leave	Improves maternal and child health by reducing the risk of birth-related health issues for mothers and their babies. Can support positive mental and physical health outcomes for parents.	Provides economic security to caregivers, increase employee retention, and saves employers the cost of training new hires.
Fair Hiring Protections (Ban-the-Box)	Increased employment for justice-involved individuals. Improves economic well-being from employment, which influences health outcomes.	Increased lifetime earnings for formerly justice-involved individuals.