When a state law conflicts with a federal law the federal law is considered supreme and makes the state law invalid. Or simply put, federal law trumps state law.

Example:

Michigan minimum wage law is \$7.40/hr. Federal minimum wage law is \$10.00/hr. The Michigan minimum wage law would not be valid because the federal government says that an employer could only pay at least \$10.00 an hour.

Article VI, Section 2

This Constitution, and the Laws of the United States which shall be made in Pursuance thereof; and all Treaties made, or which shall be made, under the Authority of the United States, shall be the supreme Law of the Land; and the Judges in every State shall be bound thereby, any Thing in the Constitution or Laws of any State to the Contrary notwithstanding.