

Feeling sick? You may be eligible for paid time off!

Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **5/1/2026** (which is the first day of **H-300-26049-649532**), then beginning **8/29/2026** you can start using the paid sick time you have already earned. Some employers may permit employees to use sick time *prior* to completing 120 days of employment. Also, **if you worked for the same employer in another state or were rehired within 2 months**, your initial employment counts toward your 120 days.

HOW DO I EARN PAID SICK TIME?

Employees earn 1 hour of paid sick time for every 30 hours of work. For example, if you worked at least **40** hours per week since 5/1/2026 you likely would have earned 22 hours by 8/29/2026 and **the more time you work, the more sick time you will earn and be eligible to use.** Employers may have policies that allow employees to earn or use more sick time, and generally **employers must allow workers** who have earned 72 or more hours of sick time **to use at least 72 hours of paid sick time each year.**

WHAT QUALIFIES AS PAID SICK TIME?

Sick time can be used for your or your family member's mental or physical illness, injury, or health condition; including time off needed for any medical diagnosis, appointments, care, recovery, or treatment. It may also be used to obtain services related to domestic violence or sexual assault experienced by yourself or your family member. It can be used if your work closes due to a public health emergency, or if you need to care for a child whose school or place of care has been closed due to a public health emergency.

HOW DOES IT WORK?

Once you know you need to use sick time, tell your employer. Your employer **cannot request** documentation, unless you use more than three (3) consecutive days; **cannot require** you to find coverage at work while you are out; and **cannot penalize** you for using your earned sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

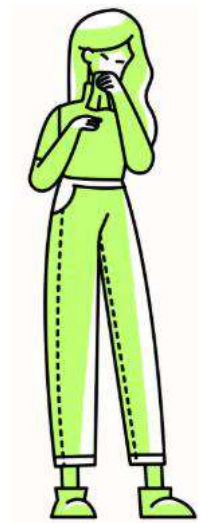
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26049-649532 ending on 11/15/2026 is applicable to workers employed by Henry Orchards Inc at the following housing sites: 566 Eldridge Rd Benzonia MI 49616 BENZIE COUNTY, .

Some employers *may* allow employees to earn or use more paid sick time than what is required by law.

If you are sick from a work-based injury or illness, you may also be eligible for additional benefits under Michigan Workers' Compensation law. Please visit our website for more information on workers' compensation.

The content of this flyer is based on minimum requirements set forth in Michigan's Earned Sick Time Act (ESTA) and is for informational purposes only. It does not constitute legal advice. Contact an attorney for legal advice specific to your situation or scan QR code to get more information from the Michigan Department of Labor & Economic Opportunity (LEO).



LEO - ESTA
Information



FLS - Injuries and
Illness

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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **5/18/2026** (which is the first day of **H-300-26075-706455**), then beginning **9/15/2026** you can start using the paid sick time you have already earned. Some employers may permit employees to use sick time *prior* to completing 120 days of employment. Also, **if you worked for the same employer in another state or were rehired within 2 months**, your initial employment counts toward your 120 days.

HOW DO I EARN PAID SICK TIME?

Employees earn 1 hour of paid sick time for every 30 hours of work. For example, if you worked at least **35** hours per week since 5/18/2026 you likely would have earned 20 hours by 9/15/2026 and **the more time you work, the more sick time you will earn and be eligible to use.** Employers may have policies that allow employees to earn or use more sick time, and generally **employers must allow workers** who have earned 72 or more hours of sick time **to use at least 72 hours of paid sick time each year.**

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WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26075-706455 ending on 11/5/2026 is applicable to workers employed by Evans Brothers Fruit Company at the following housing sites: 6182 Swamp Road Frankfort MI 49635 BENZIE COUNTY, .

Some employers *may* allow employees to earn or use more paid sick time than what is required by law.

If you are sick from a work-based injury or illness, you may also be eligible for additional benefits under Michigan Workers' Compensation law. Please visit our website for more information on workers' compensation.

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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **3/10/2026** (which is the first day of **H-300-26002-528547**), then beginning **7/8/2026** you can start using the paid sick time you have already earned. Some employers may permit employees to use sick time *prior* to completing 120 days of employment. Also, **if you worked for the same employer in another state or were rehired within 2 months**, your initial employment counts toward your 120 days.

HOW DO I EARN PAID SICK TIME?

Employees earn 1 hour of paid sick time for every 30 hours of work. For example, if you worked at least **40** hours per week since 3/10/2026 you likely would have earned 22 hours by 7/8/2026 and **the more time you work, the more sick time you will earn and be eligible to use.** Employers may have policies that allow employees to earn or use more sick time, and generally **employers must allow workers** who have earned 72 or more hours of sick time **to use at least 72 hours of paid sick time each year.**

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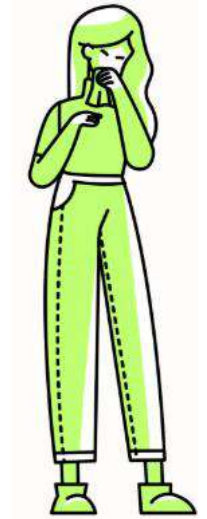
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26002-528547 ending on 11/15/2026 is applicable to workers employed by Lentz Farms INC at the following housing sites: 6415 Swamp Rd Frankford MI 49655 BENZIE COUNTY, .

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If you are sick from a work-based injury or illness, you may also be eligible for additional benefits under Michigan Workers' Compensation law. Please visit our website for more information on workers' compensation.

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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **3/1/2026** (which is the first day of **H-300-25360-512163**), then beginning **6/29/2026** you can start using the paid sick time you have already earned. Some employers may permit employees to use sick time *prior* to completing 120 days of employment. Also, **if you worked for the same employer in another state or were rehired within 2 months**, your initial employment counts toward your 120 days.

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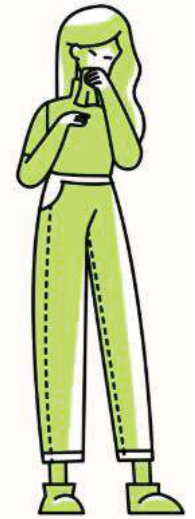
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WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25360-512163 ending on 12/19/2026 is applicable to workers employed by Arlene Resource Management LLC at the following housing sites: 7900 Horn Road Lake Leelenau MI 49653 LEELANAU COUNTY, 8392 Elk Lake Road, Williamsburg, MICHIGAN, 49690, BENZIE COUNTY; 4700 N Lucas Rd, Manton, MICHIGAN, 49663, BENZIE COUNTY; 4030 N Setterbo Rd, Suttons Bay, MICHIGAN, 49690, BENZIE COUNTY; 3472 Paul Rose Rd, Frankfurt, MICHIGAN, 49635, BENZIE COUNTY; 10004 Aral Road, honor, MICHIGAN, 49640, BENZIE COUNTY; 4885 E Gauthier Road, Cedar, MICHIGAN, 49621, BENZIE COUNTY; 8585 Matheson Rd, Northport, MICHIGAN, 49670, BENZIE COUNTY; 9141 W. Walker Road, Manton, MICHIGAN, 49663, BENZIE COUNTY; 8570 Wilson Rd, Buckley, MICHIGAN, 49643, BENZIE COUNTY; 3248 East St, elmira, MICHIGAN, 49730, BENZIE COUNTY; 9171 W Walker Rd, Maton, MICHIGAN, 49663, BENZIE COUNTY; 10755 Milarch Rd, Bear Like, MICHIGAN, 49614, BENZIE COUNTY; 9211 W Walker, Manton, MICHIGAN, 48663, BENZIE COUNTY; 9071 W. Packingham Road, Manton, MICHIGAN, 49663, BENZIE COUNTY.



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