

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 **3/25/2026** (which is the first day of **H-300-26023-585119**), then beginning **7/23/2026** 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 3/25/2026 you likely would have earned 22 hours by 7/23/2026 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.

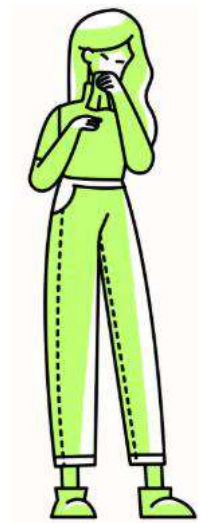
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26023-585119 ending on 12/15/2026 is applicable to workers employed by Rolling Rock Farms at the following housing sites: 14938 Marcellus Hwy. Marcellus MI 49031 CASS 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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FLS - Injuries and
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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 **10/1/2025** (which is the first day of **H-300-25214-217519**), then beginning **1/29/2026** 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 **60** hours per week since 10/1/2025 you likely would have earned 34 hours by 1/29/2026 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?

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HOW DOES IT WORK?

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WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25214-217519 ending on 6/1/2026 is applicable to workers employed by Rolling Rock Farms at the following housing sites: 14938 Marcellus Hwy Marcellus MI 49031 CASS COUNTY, .

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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-300-25350-486565**), 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.

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 **48** hours per week since 3/1/2026 you likely would have earned 27 hours by 6/29/2026 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.**

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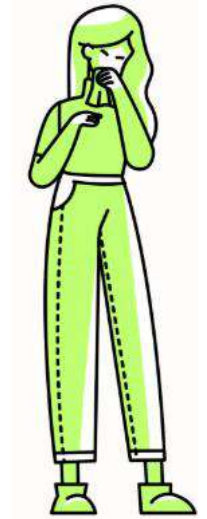
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25350-486565 ending on 12/15/2026 is applicable to workers employed by High Quality Farms Partnership at the following housing sites: 18519 Van Buren Street Decatur MI 49045 CASS COUNTY, 50444 Wickett Road, Decatur, MICHIGAN, 49045, CASS 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 **4/13/2026** (which is the first day of **H-300-26043-637114**), then beginning **8/11/2026** 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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HOW DOES IT WORK?

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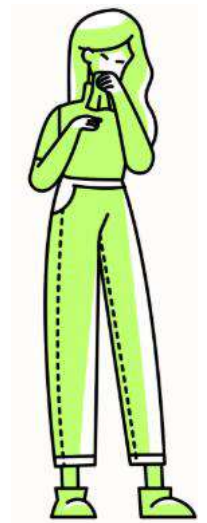
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26043-637114 ending on 12/15/2026 is applicable to workers employed by High Quality Farms Partnership at the following housing sites: 18519 Van Buren Street Decatur MI 49045 CASS COUNTY, 50444 Wickett Road, Decatur, MICHIGAN, 49045, CASS COUNTY.

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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 **3/17/2026** (which is the first day of **H-300-26013-556548**), then beginning **7/15/2026** 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 **48** hours per week since 3/17/2026 you likely would have earned 27 hours by 7/15/2026 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.**

WHAT QUALIFIES AS PAID SICK TIME?

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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.

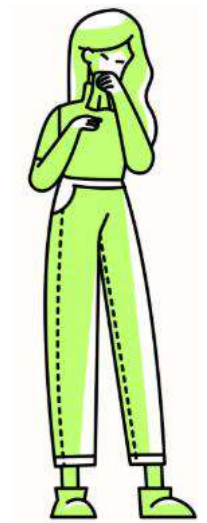
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26013-556548 ending on 11/22/2026 is applicable to workers employed by Berrybrook Enterprises at the following housing sites: 55330 92nd Avenue Dowagiac MI 49047 CASS COUNTY, 46348, 87770 County Road 687, Hartford, MICHIGAN, 49057, VAN BUREN 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 **4/1/2026** (which is the first day of **H-300-26016-565207**), then beginning **7/30/2026** 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 4/1/2026 you likely would have earned 22 hours by 7/30/2026 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?

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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.

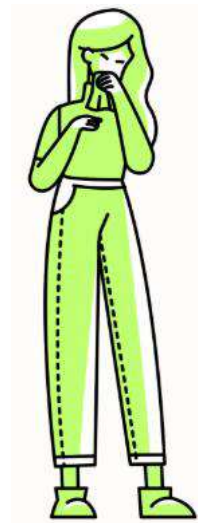
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26016-565207 ending on 11/1/2026 is applicable to workers employed by Grabemeyer Farms at the following housing sites: 32620 Swisher Street Dowagiac MI 49047 CASS 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 **4/1/2026** (which is the first day of **H-300-26023-587043**), then beginning **7/30/2026** 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 **51** hours per week since 4/1/2026 you likely would have earned 29 hours by 7/30/2026 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?

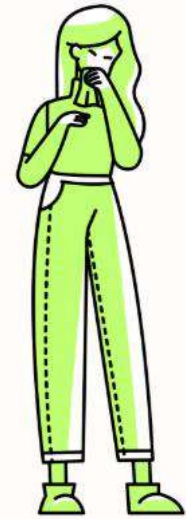
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HOW DOES IT WORK?

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-300-26023-587043 ending on 8/31/2026 is applicable to workers employed by Cherry Ke, Inc. (Petition 1) at the following housing sites: 32060 Middle Crossing Dowagiac MI 49047 CASS COUNTY, 63292 CR 687, Hartford, MICHIGAN, 49057, VAN BUREN COUNTY; 6630 Cairn Highway (JV Upper), Kewadin, MICHIGAN, 49648, VAN BUREN COUNTY; 7740 Townline Rd, Williamsburg, MICHIGAN, 49690, VAN BUREN COUNTY; 6626 Cairn Highway (Cairn Upper), Kewadin, MICHIGAN, 49648, VAN BUREN COUNTY; 7011 Baggs Road (Cox House), Williamsburg, MICHIGAN, 49690, VAN BUREN COUNTY; 53137 Garrett Road, Dowagiac, MICHIGAN, 49047, VAN BUREN COUNTY; 6630 Cairn Highway (JV Lower), Kewadin, MICHIGAN, 49648, VAN BUREN COUNTY; 12426 Ringler Road, Kewadin, MICHIGAN, 49648, VAN BUREN COUNTY; 5446 Quarterline Road (Wayne Hs), Kewadin, MICHIGAN, 49648, VAN BUREN COUNTY; 62600 CR 687, Hartford, MICHIGAN, 49057, VAN BUREN COUNTY; 11910 US 31 N (Fockler Hs), Williamsburg, MICHIGAN, 49690, VAN BUREN COUNTY; 5408 Quarterline Rd (JQ House), Kewadin, MICHIGAN, 49648, VAN BUREN COUNTY; 32155 Middle Crossing,



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Dowagiac, MICHIGAN, 49057, VAN BUREN COUNTY; 6626 Cairn Highway (Cairn Lower), Kewadin, MICHIGAN, 49648, VAN BUREN COUNTY.

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