

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 **4/6/2026** (which is the first day of **H-300-26035-618518**), then beginning **8/4/2026** 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 4/6/2026 you likely would have earned 20 hours by 8/4/2026 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.

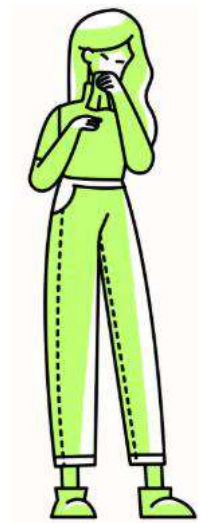
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26035-618518 ending on 12/19/2026 is applicable to workers employed by Komrska Tree Farms, LLC at the following housing sites: 8570 Wilson Road Buckley MI 49620 GRAND TRAVERSE 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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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-300-26016-567390**), 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?

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WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26016-567390 ending on 11/30/2026 is applicable to workers employed by Agrivine, Inc. at the following housing sites: 2156 Phelps Road Traverse City MI 49686 GRAND TRAVERSE COUNTY, .

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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 3/17/2026 you likely would have earned 22 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.**

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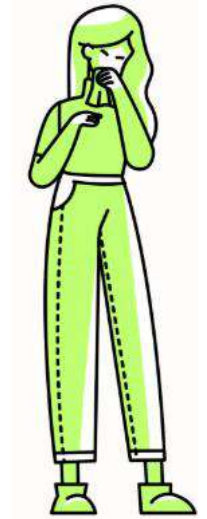
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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **4/1/2026** (which is the first day of **H-300-26016-567094**), then beginning **7/30/2026** 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.

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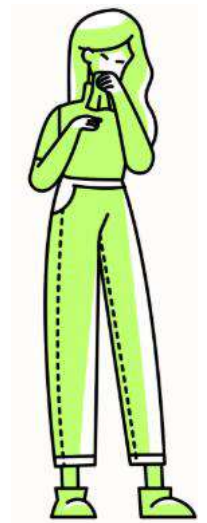
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The examples in this flyer are drafted based on the information in H-300-26016-567094 ending on 11/15/2026 is applicable to workers employed by Leonard Ligon LLC at the following housing sites: 3138 Old Mission Rd. Traverse City MI 49686 GRAND TRAVERSE COUNTY, 3136 Old Mission Rd., Traverse City, MICHIGAN, 49686, GRAND TRAVERSE COUNTY; 3140 Old Mission Rd., Traverse City, MICHIGAN, 49686, GRAND TRAVERSE 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 **7/6/2026** (which is the first day of **H-300-26118-845611**), then beginning **11/3/2026** 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 7/6/2026 you likely would have earned 22 hours by 11/3/2026 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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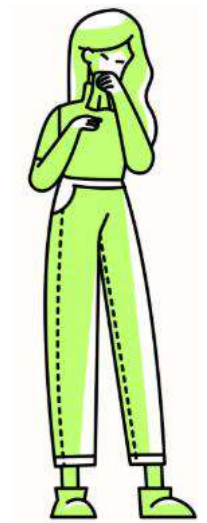
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26118-845611 ending on 11/6/2026 is applicable to workers employed by Johnson Farms at the following housing sites: 14571 Center Rd. Traverse City MI 49686 GRAND TRAVERSE 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-300-26007-542835**), 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.

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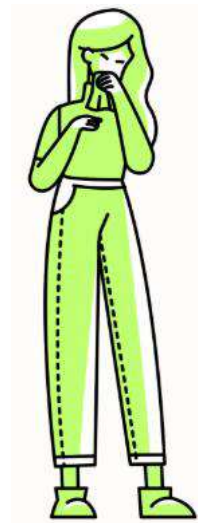
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26007-542835 ending on 12/18/2026 is applicable to workers employed by Interwater Farms Inc. at the following housing sites: 10877 US 31S Williamsburg MI 49690 GRAND TRAVERSE COUNTY, 10876 US 31S, Williamsburg, MICHIGAN, 49690, GRAND TRAVERSE COUNTY; 8469 East Ridge Rd, East Jordan, MICHIGAN, 49727, GRAND TRAVERSE COUNTY.

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FLS - Injuries and
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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 **3/18/2026** (which is the first day of **H-300-26007-542790**), then beginning **7/16/2026** 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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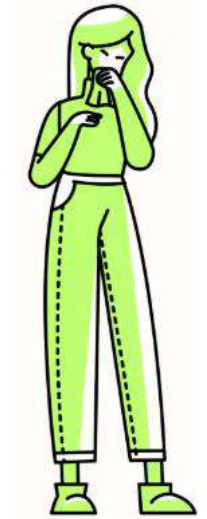
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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **4/3/2026** (which is the first day of **H-300-26033-615160**), then beginning **8/1/2026** 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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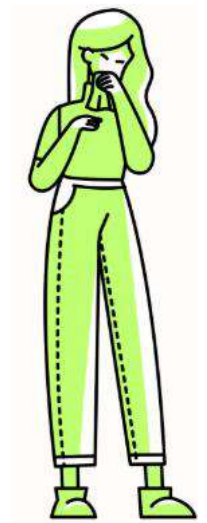
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The examples in this flyer are drafted based on the information in H-300-26033-615160 ending on 11/15/2026 is applicable to workers employed by AMOS FARMS LLC 1 at the following housing sites: 7740 TOWNLINE RD WILLIAMSBURG MI 49690 GRAND TRAVERSE COUNTY, .

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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 **5/18/2026** (which is the first day of **H-300-26093-755662**), 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.

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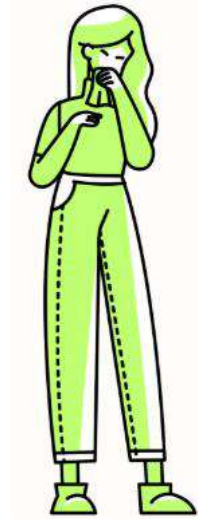
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The examples in this flyer are drafted based on the information in H-300-26093-755662 ending on 10/18/2026 is applicable to workers employed by Orchard View Farms LLC at the following housing sites: 10937 Elk Lake Road Williamsburg MI 49690 GRAND TRAVERSE COUNTY, .

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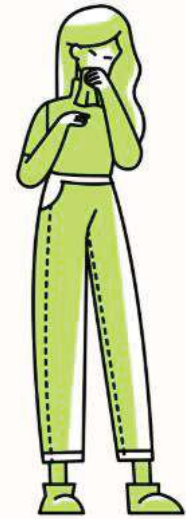
Sick time can be used for your or your family member's mental or physical illness, injury, or health condition; including time off needed for any medical diagnosis, appointments, care, recovery, or treatment. It may also be used to obtain services related to domestic violence or sexual assault experienced 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-300-26028-598263 ending on 1/31/2027 is applicable to workers employed by Legacy Labor, Inc. at the following housing sites: 13098 Pineapple Ridge Rd Kewadin MI 49648 ANTRIM COUNTY, 6630 Cairn Hwy, Kewadin, MICHIGAN, 49648, GRAND TRAVERSE COUNTY; 3553 N. Jacobson Rd, Suttons Bay, MICHIGAN, 49682, GRAND TRAVERSE COUNTY; 6626 Cairn Hwy, Kewadin, MICHIGAN, 49648, GRAND TRAVERSE COUNTY; 12426 Ringler Rd, Rapid City, MICHIGAN, 49676, GRAND TRAVERSE COUNTY; 5408 Quarterline Rd., Kewadin, MICHIGAN, 49648, GRAND TRAVERSE COUNTY; 188 Golden Rd., Kalkaska, MICHIGAN, 49646, GRAND TRAVERSE COUNTY; 11910 US 31 North, Williamsburg, MICHIGAN, 49690, GRAND TRAVERSE COUNTY; 5446 Quarterline Rd., Kewadin, MICHIGAN, 49648, GRAND TRAVERSE COUNTY; 7011 Baggs Rd., Williamsburg, MICHIGAN, 49690, GRAND TRAVERSE COUNTY; 7884 E. Pertner Rd., Lake Leelanau, MICHIGAN, 49653, GRAND TRAVERSE COUNTY; 8330 W. Stormer Rd, Empire, MICHIGAN, 49630, GRAND TRAVERSE COUNTY.



LEO - ESTA
Information



FLS - Injuries and
Illness

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).