

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 **7/1/2026** (which is the first day of **H-300-26112-822265**), then beginning **10/29/2026** 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 **35** hours per week since 7/1/2026 you likely would have earned hours by 10/29/2026 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.

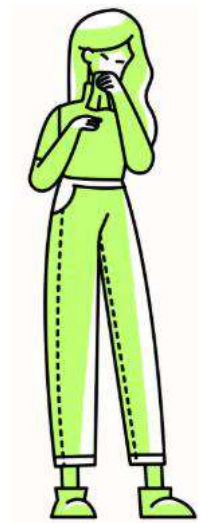
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26112-822265 ending on 4/30/2027 is applicable to workers employed by Second Spring Farm, LLC at the following housing sites: 6526 Lincoln Road Cedar MI 49621 LEELANAU 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-300-26028-596989**), 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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WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26028-596989 ending on 12/1/2026 is applicable to workers employed by Second Spring Farm, LLC at the following housing sites: 6526 Lincoln Road Cedar MI 49621 LEELANAU COUNTY, 6526 Lincoln Road, Cedar, MICHIGAN, 49621, LEELANAU 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 **2/5/2026** (which is the first day of **H-300-25342-463582**), then beginning **6/5/2026** 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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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 2/5/2026 you likely would have earned hours by 6/5/2026 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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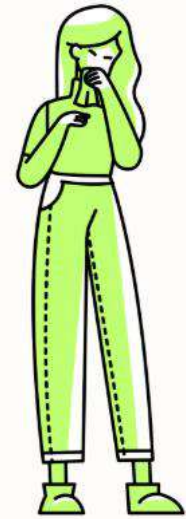
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25342-463582 ending on 11/27/2026 is applicable to workers employed by Harbor Hill Fruit Farms, Inc. at the following housing sites: 1781 South Schomberg Road Lake Leelanau MI 49653 LEELANAU 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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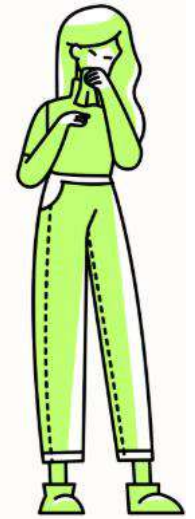
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Once you know you need to use sick time, tell your employer. Your employer **cannot request** documentation, unless you use more than three (3) consecutive days; **cannot require** you to find coverage at work while you are out; and **cannot penalize** 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-300-25360-512163 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 Gautheir 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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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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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 **3/2/2026** (which is the first day of **H-300-25364-517149**), then beginning **6/30/2026** 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 **35** hours per week since 3/2/2026 you likely would have earned hours by 6/30/2026 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.

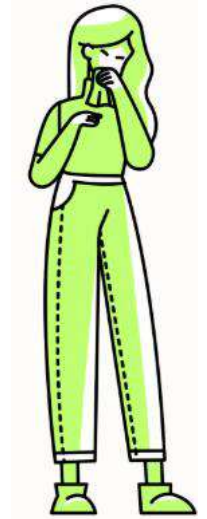
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25364-517149 ending on 11/27/2026 is applicable to workers employed by Harbor Hill Fruit Farms, Inc. at the following housing sites: 1781 South Schomberg Road Lake Leelanau MI 49653 LEELANAU 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 **2/27/2026** (which is the first day of **H-300-25363-514086**), then beginning **6/27/2026** 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 **36** hours per week since 2/27/2026 you likely would have earned hours by 6/27/2026 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.

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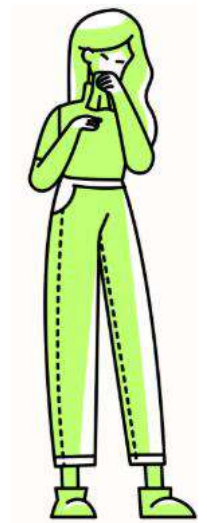
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25363-514086 ending on 11/5/2026 is applicable to workers employed by Redpath Orchards at the following housing sites: 7410 E Horn Rd Lake Leelanau MI 49653 LEELANAU 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 **3/14/2026** (which is the first day of **H-300-26010-550150**), then beginning **7/12/2026** 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 3/14/2026 you likely would have earned hours by 7/12/2026 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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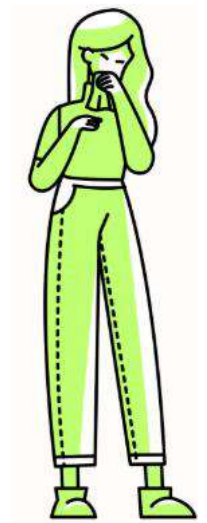
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26010-550150 ending on 11/6/2026 is applicable to workers employed by Boathouse Vineyards, LLC at the following housing sites: 5105 E Amore Road Lake Leelanau MI 49653 LEELANAU COUNTY, .

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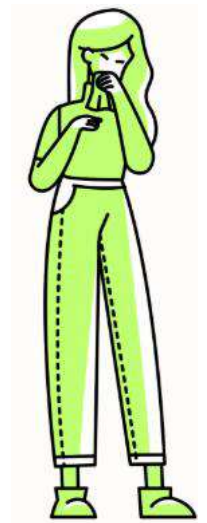
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The examples in this flyer are drafted based on the information in H-300-26040-627104 ending on 11/7/2026 is applicable to workers employed by Blustone Partners, LLC at the following housing sites: 730 Sylt Rd. Lake Leelanau MI 49653 LEELANAU COUNTY, .

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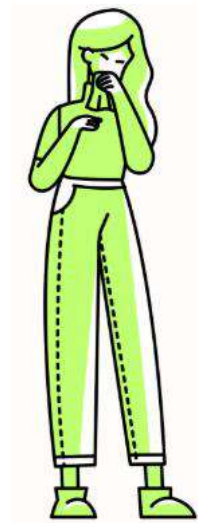
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The examples in this flyer are drafted based on the information in H-300-26040-629207 ending on 10/9/2026 is applicable to workers employed by Steven Bardenhagen DBA Bardenhagen Berries at the following housing sites: 7990 E Horn Road Lake Leelanau MI 49653 LEELANAU 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 4/27/2026 you likely would have earned hours by 8/25/2026 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.

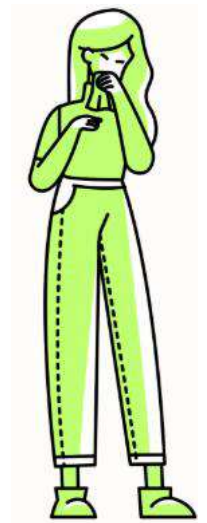
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26043-637519 ending on 10/23/2026 is applicable to workers employed by L. Mawby, LLC at the following housing sites: 755 Sylt Rd. Lake Leelanau MI 49653 LEELANAU 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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LEO - ESTA
Information



FLS - Injuries and
Illness

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 **3/3/2026** (which is the first day of **H-300-25356-502222**), then beginning **7/1/2026** 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.

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 3/3/2026 you likely would have earned hours by 7/1/2026 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.

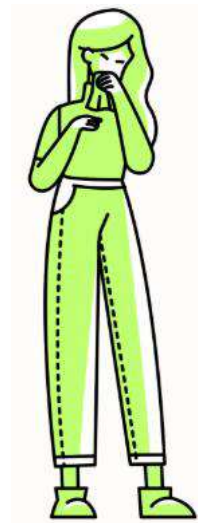
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25356-502222 ending on 12/28/2026 is applicable to workers employed by 4 Ag Labor Services LLC at the following housing sites: 6685 NW Bayshore Dr. Northport MI 49670 LEELANAU COUNTY, 2033 N. Jacobson Rd., Suttons Bay, MICHIGAN, 49682, LEELANAU COUNTY; 7881 E Pertner Rd., Suttons Bay, MICHIGAN, 49682, LEELANAU COUNTY; 5000 Townhouse Rd B-2, Cedar, MICHIGAN, 49621, LEELANAU COUNTY; 12683 E Tatch Rd., Omena, MICHIGAN, 49674, LEELANAU 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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LEO - ESTA
Information



FLS - Injuries and
Illness

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 **4/15/2026** (which is the first day of **H-300-26054-657296**), then beginning **8/13/2026** 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 4/15/2026 you likely would have earned hours by 8/13/2026 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.

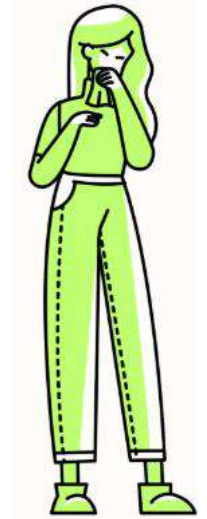
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26054-657296 ending on 11/7/2026 is applicable to workers employed by Welty Farms LLC at the following housing sites: 5441 N Overlook Rd Northport MI 49670 LEELANAU 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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LEO - ESTA
Information



FLS - Injuries and
Illness

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 **4/27/2026** (which is the first day of **H-300-26042-634945**), then beginning **8/25/2026** 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 4/27/2026 you likely would have earned hours by 8/25/2026 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.

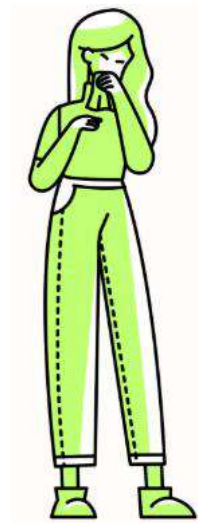
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26042-634945 ending on 11/6/2026 is applicable to workers employed by SVF Inc. at the following housing sites: 5127 N Jelinek Rd. Northport MI 49670 LEELANAU COUNTY, 8845 E Kolarik Rd., Suttons Bay, MICHIGAN, 49682, LEELANAU 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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LEO - ESTA
Information



FLS - Injuries and
Illness

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 **3/16/2026** (which is the first day of **H-300-26007-542064**), then beginning **7/14/2026** 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 3/16/2026 you likely would have earned hours by 7/14/2026 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.

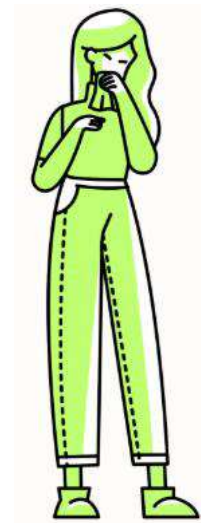
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26007-542064 ending on 8/28/2026 is applicable to workers employed by Cherry Bay Orchards, Inc. at the following housing sites: 4125 N. Jacobson Rd Suttons bay MI 49682 LEELANAU COUNTY, 4129 N. Jacobson Rd, Suttons bay, MICHIGAN, 49682, LEELANAU COUNTY; 10600 E. McKeese Rd, Suttons bay, MICHIGAN, 49682, LEELANAU COUNTY; 3553 N. Jacobson Rd, Suttons bay, MICHIGAN, 49682, LEELANAU 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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LEO - ESTA
Information



FLS - Injuries and
Illness

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 **3/3/2026** (which is the first day of **H-300-25352-494649**), then beginning **7/1/2026** 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.

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 3/3/2026 you likely would have earned hours by 7/1/2026 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.

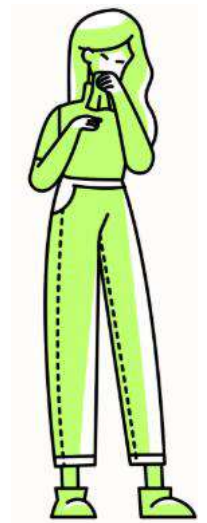
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25352-494649 ending on 12/3/2026 is applicable to workers employed by Lakeview Hills Organic Farm LLC. at the following housing sites: 8230 E. Lakeview Hills Rd Traverse City MI 49684 LEELANAU 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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LEO - ESTA
Information



FLS - Injuries and
Illness

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 **3/20/2026** (which is the first day of **H-300-26006-537976**), then beginning **7/18/2026** 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 **44** hours per week since 3/20/2026 you likely would have earned hours by 7/18/2026 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.

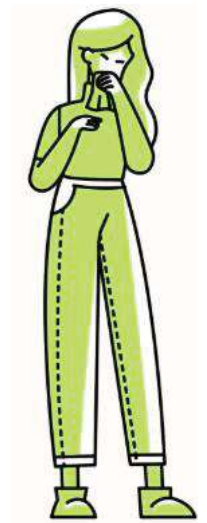
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26006-537976 ending on 11/14/2026 is applicable to workers employed by Legacy Vineyard Service LLC at the following housing sites: 9120 S Center Highway Traverse City MI 49684 LEELANAU 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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LEO - ESTA
Information



FLS - Injuries and
Illness

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 **3/30/2026** (which is the first day of **H-300-26020-573550**), then beginning **7/28/2026** 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 3/30/2026 you likely would have earned hours by 7/28/2026 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.

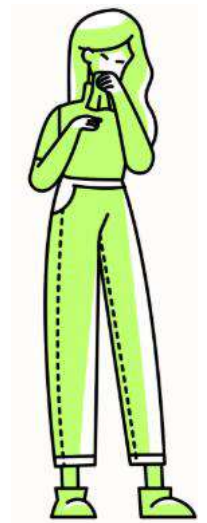
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26020-573550 ending on 11/15/2026 is applicable to workers employed by Gallagher's Vineyard & Winery CORP at the following housing sites: 6735 E. Traverse Hwy Traverse City MI 49684 LEELANAU 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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LEO - ESTA
Information



FLS - Injuries and
Illness