

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-300-26007-540766**), 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 **35** 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?

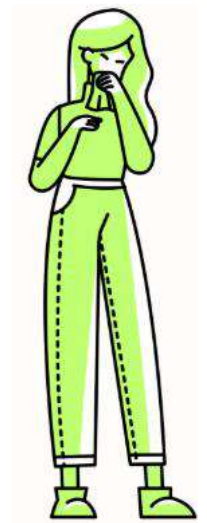
The examples in this flyer are drafted based on the information in H-300-26007-540766 ending on 11/10/2026 is applicable to workers employed by Hackert Family Farms at the following housing sites: 841 South Brye Road

Ludington MI 49431 MASON COUNTY, 3777 West Blundell Road, Ludington, MICHIGAN, 49431, MASON 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

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 **4/13/2026** (which is the first day of **H-300-26037-626028**), 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.

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 4/13/2026 you likely would have earned hours by 8/11/2026 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?

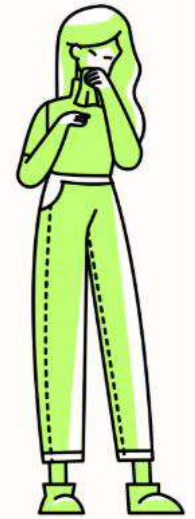
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HOW DOES IT WORK?

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-300-26037-626028 ending on 11/1/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - Asparagus at the following housing sites: 1020 S. Stiles Rd. Scottville MI 49454 MASON COUNTY, 20633 8th Ave., Conklin, MICHIGAN, 49403, KENT COUNTY; 1413 E. Clock Road, Hart, MICHIGAN, 49420, KENT COUNTY; 2799 E. Filmore Road, Hart, MICHIGAN, 49420, KENT COUNTY; 3583 S. Appleton Rd., Scottville, MICHIGAN, 49454, KENT COUNTY; 883 N 152nd Ave, Hart, MICHIGAN, 49420, KENT COUNTY; 2704 W. Buchanan Road, Shelby, MICHIGAN, 49455, KENT COUNTY; 14302 S Mason Dr., Grant, MICHIGAN, 49327, KENT COUNTY; 4752 W. Adams Rd, Pentwater, MICHIGAN, 49449, KENT COUNTY; 396 E. Tyler Rd., Hart, MICHIGAN, 49420, KENT COUNTY; 10040 Poplar Ave., Grant, MICHIGAN, 49327, KENT COUNTY; 460 S. Peters Rd., Casnovia, MICHIGAN, 49318, KENT COUNTY; 3583 S. Appleton Rd., Scottville, MICHIGAN, 49454, KENT COUNTY; 10040 S. Poplar Ave., Grant, MICHIGAN, 49327, KENT COUNTY; 8592 60th Ave., Fremont, MICHIGAN, 49412, KENT COUNTY; 9334 N 120th Ave, Hart, MICHIGAN, 49420, KENT COUNTY; 10995 Peach Ridge Ave., Sparta, MICHIGAN, 49345, KENT COUNTY; 1413 E. Clock Road, Hart, MICHIGAN,



LEO - ESTA
Information



FLS - Injuries and
Illness

49420, KENT COUNTY; 4645 N. 152nd Ave, Walkerville, MICHIGAN, 49459, KENT COUNTY; 5729 W. Meisenheimer Rd., Ludington, MICHIGAN, 49431, KENT COUNTY; 1785 N. 48th Ave, Mears, MICHIGAN, 49436, KENT COUNTY; 5745 Stage Ave., Grand Rapids, MICHIGAN, 49544, KENT COUNTY; 1623 E Jackson Road, Hart, MICHIGAN, 49420, KENT COUNTY; 396 E. Tyler Rd., Hart, MICHIGAN, 49420, KENT COUNTY; 2799 E. Filemore Road, Hart, MICHIGAN, 49420, KENT COUNTY; 4940 Pine Acres Drive, Holland, MICHIGAN, 49423, KENT COUNTY; 3601 N 48th Avenue, Mears, MICHIGAN, 49431, KENT COUNTY; 9334 N. 120th Ave., Hart, MICHIGAN, 49420, KENT COUNTY; 5745 Stage Ave., Grand Rapids, MICHIGAN, 49544, KENT COUNTY; 1621 E Monroe Road, Hart, MICHIGAN, 49420, KENT COUNTY; 1731 E. Minke Road, Hart, MICHIGAN, 49420, KENT COUNTY; 3493 N 144th Ave, Hart, MICHIGAN, 49420, KENT COUNTY; 6861 N 128th, Hart, MICHIGAN, 49420, KENT COUNTY; 345 W Moore Road, Grant, MICHIGAN, 49327, KENT COUNTY; 4645 N. 152nd Ave., Walkerville, MICHIGAN, 49459, KENT COUNTY; 15751 Apple Avenue, Casnovia, MICHIGAN, 49318, KENT COUNTY; 2337 E. Monroe Road, Hart, MICHIGAN, 49420, KENT COUNTY; 5788 W. Meisenheimer Rd., Ludington, MICHIGAN, 49431, KENT COUNTY; 7207 W. Stoney Lake Rd., New Era, MICHIGAN, 49446, KENT COUNTY; 4375 10 Mile Road, Sparta, MICHIGAN, 49345, KENT COUNTY; 5745 Stage Ave., Grand Rapids, MICHIGAN, 49544, KENT COUNTY; 1785 N. 48th Ave., Mears, MICHIGAN, 49436, KENT COUNTY; 1623 E Jackson Road, Hart, MICHIGAN, 49420, KENT COUNTY; 2666 N. 116th Ave., Hart, MICHIGAN, 49420, KENT COUNTY; 6736 W. Lake Rd, Mears, MICHIGAN, 49436, KENT COUNTY; 6861 N 128th, Hart, MICHIGAN, 49420, KENT COUNTY; 460 S. Peters Road, Casnovia, MICHIGAN, 49318, KENT COUNTY; 9334 N 120th Ave, Hart, MICHIGAN, 49420, KENT COUNTY; 2018 Wilson St., Conklin, MICHIGAN, 49403, KENT COUNTY; 2337 E. Monroe Road, Hart, MICHIGAN, 49420, KENT COUNTY; 2895 N 136th Ave, Hart, MICHIGAN, 49420, KENT COUNTY; 2369 Jackson Road, Hart, MICHIGAN, 49420, KENT COUNTY; 12624 Ferris, Grant, MICHIGAN, 49327, KENT COUNTY; 5864 N 88th Ave., Hart, MICHIGAN, 49420, KENT COUNTY; 8273 W. Stone Rd., Shelby, MICHIGAN, 49455, KENT COUNTY; 10554 S. Gordon Ave., Grant, MICHIGAN, 49327, KENT COUNTY; 4645 N. 152nd Ave, Walkerville, MICHIGAN, 49459, KENT COUNTY; 10995 Peach Ridge Ave., Sparta, MICHIGAN, 49345, KENT COUNTY; 1705 N. 48th Ave., Mears, MICHIGAN, 49436, KENT COUNTY; 2018 Wilson Street, Conklin, MICHIGAN, 49403, KENT COUNTY; 15751 Apple Avenue, Casnovia, MICHIGAN, 49318, KENT COUNTY; 4375 10 Mile Road, Sparta, MICHIGAN, 49345, KENT COUNTY; 2704 W. Buchanan Road, Shelby, MICHIGAN, 49455, KENT COUNTY; 5729 W. Meisenheimer Rd., Ludington, MICHIGAN, 49431, KENT COUNTY; 883 N 152nd Ave, Hart, MICHIGAN, 49420, KENT COUNTY; 21015 16th Ave., Conklin, MICHIGAN, 49403, KENT COUNTY; 10995 Peach Ridge Ave., Sparta, MICHIGAN, 49345, KENT COUNTY; 3504 Blundell Rd., Ludington, MICHIGAN, 49431, KENT COUNTY; 460 S. Peters Road, Casnovia, MICHIGAN, 49318, KENT COUNTY; 6095 W. Taylor Road, Mears, MICHIGAN, 49436, KENT COUNTY; 1705 N. 48th Ave., Mears, MICHIGAN, 49420, KENT COUNTY; 2895 N 136th Ave, Hart, MICHIGAN, 49420, KENT COUNTY; 1705 N. 48th Ave., Mears, MICHIGAN, 49436, KENT COUNTY; 1785 N. 48th Ave, Mears, MICHIGAN, 49436, KENT COUNTY; 3583 S. Appleton Rd., Scottville, MICHIGAN, 49454, KENT COUNTY; 2755 11 Mile Road, Sparta, MICHIGAN, 49345, KENT COUNTY; 9307 56th St., Fremont, MICHIGAN, 49412, KENT COUNTY; 2877 8 Mile Road NW, Grand Rapids, MICHIGAN, 49544, KENT COUNTY; 2704 W. Buchanan Road, Shelby, MICHIGAN, 49455, KENT 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 **4/13/2026** (which is the first day of **H-300-26040-627469**), 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.

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 **45** hours per week since 4/13/2026 you likely would have earned hours by 8/11/2026 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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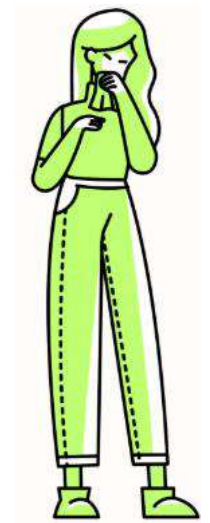
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