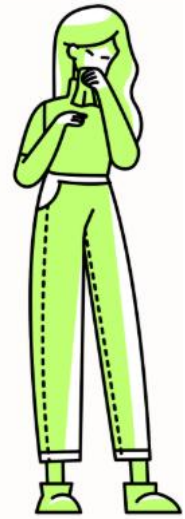
# Feeling sick? You may be eligible for paid time off!

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 **4/1/2026** (which is the first day of **H-300-26026-590036**), 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 **50** hours per week since 4/1/2026 you likely would have earned 28 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?

**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 stick 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-300-26026-590036 ending on 12/11/2026 is applicable to workers employed by Petro Farms at the following housing sites: 751 32nd Street Allegan MI 49010 ALLEGAN 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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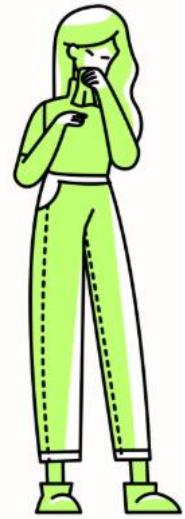
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25353-498295**), 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 **44** hours per week since 3/1/2026 you likely would have earned 25 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.**

## 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 stick 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-300-25353-498295 ending on 12/15/2026 is applicable to workers employed by County Line Potato Farm at the following housing sites: 1085 W Allegan Street Martin MI 49070 ALLEGAN 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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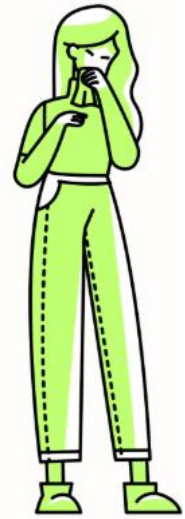
LEO - ESTA Information

Farmworker Legal Services

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 **8/12/2026** (which is the first day of **H-300-26149-961175**), then beginning **12/10/2026** 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 8/12/2026 you likely would have earned 25 hours by 12/10/2026 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 stick 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-300-26149-961175 ending on 5/24/2027 is applicable to workers employed by County Line Potato Farm at the following housing sites: 1085 W Allegan Street Martin MI 49070 ALLEGAN 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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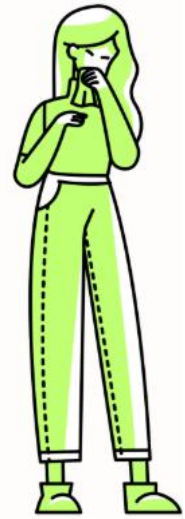
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26016-567101**), 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 **45** hours per week since 4/1/2026 you likely would have earned 25 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?

**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 stick 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-300-26016-567101 ending on 12/1/2026 is applicable to workers employed by J & J Bee Service, Incorporated at the following housing sites: 726 N. 18th St. Otsego MI 49078 ALLEGAN COUNTY, 11061 Newcosta Ave., Paris, MICHIGAN, 49338, NEWAYGO 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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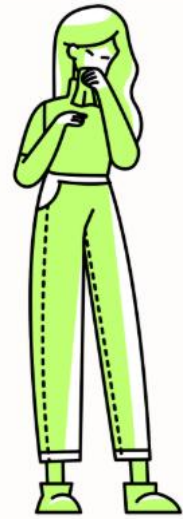
LEO - ESTA Information

Farmworker Legal Services

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 **6/16/2026** (which is the first day of **H-300-26107-805174**), then beginning **10/14/2026** 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 6/16/2026 you likely would have earned 22 hours by 10/14/2026 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 stick 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-300-26107-805174 ending on 11/3/2026 is applicable to workers employed by Arlene Resource Management LLC at the following housing sites: 12754 7 Mile Rd Plainwell MI 49080 ALLEGAN 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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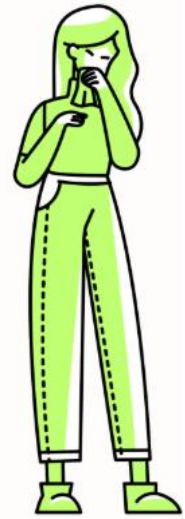
LEO - ESTA Information

Farmworker Legal Services

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 **6/29/2026** (which is the first day of **H-300-26107-806036**), then beginning **10/27/2026** 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 **45** hours per week since 6/29/2026 you likely would have earned 25 hours by 10/27/2026 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.

## 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 stick 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-300-26107-806036 ending on 10/31/2026 is applicable to workers employed by Lakeshore Homestead at the following housing sites: 962 66th St South Haven MI 49090 ALLEGAN COUNTY, 810 66th St, South Haven, MICHIGAN, 49090, ALLEGAN COUNTY; 67010 34th Ave, Bangor, MICHIGAN, 49013, ALLEGAN COUNTY; 02950 46th St, Bloomingdale, MICHIGAN, 49026, ALLEGAN COUNTY; 51840 W. 26th Ave, Bangor, MICHIGAN, 49013, ALLEGAN COUNTY; 03051 46th St, Bloomingdale, MICHIGAN, 49026, ALLEGAN COUNTY; 6370 107th Ave, South Haven, MICHIGAN, 49090, ALLEGAN 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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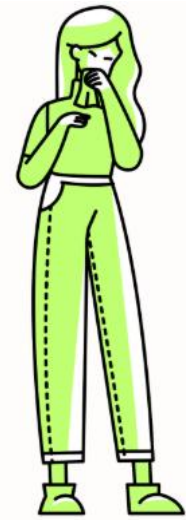
# Feeling sick? You may be eligible for paid time off!

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 **3/7/2026** (which is the first day of **H-300-26007-539557**), then beginning **7/5/2026** 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.



## 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 3/7/2026 you likely would have earned 20 hours by 7/5/2026 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.**

## 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 stick 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-300-26007-539557 ending on 11/30/2026 is applicable to workers employed by Allegan County Ag Association, LLC at the following housing sites: 6343 120th Ave Fennville MI 49408 ALLEGAN COUNTY, 906 26th Street, Allegan, MICHIGAN, 49010, ALLEGAN 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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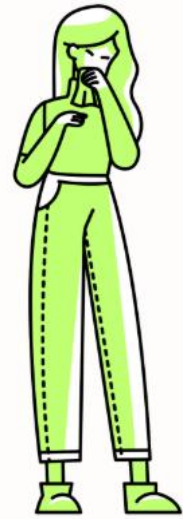
LEO - ESTA Information

Farmworker Legal Services

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 **3/2/2026** (which is the first day of **H-300-25362-512596**), 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 **36** hours per week since 3/2/2026 you likely would have earned 20 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?

**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 stick 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-300-25362-512596 ending on 10/31/2026 is applicable to workers employed by Agrico Labor LLC at the following housing sites: 6771 114th Ave Fennville MI 49408 ALLEGAN 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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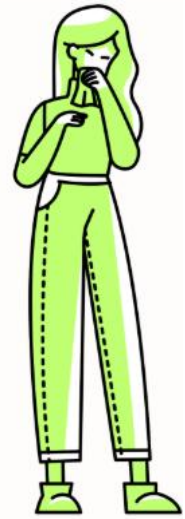
LEO - ESTA Information

Farmworker Legal Services

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 **3/2/2026** (which is the first day of **H-300-25362-512594**), 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 **36** hours per week since 3/2/2026 you likely would have earned 20 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 stick 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-300-25362-512594 ending on 10/31/2026 is applicable to workers employed by Agrico Labor LLC at the following housing sites: 6771 114th Ave Fennville MI 49408 ALLEGAN 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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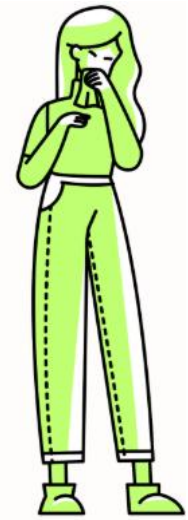
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26022-580989**), 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 **35** hours per week since 4/1/2026 you likely would have earned 20 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?

**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 stick 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-300-26022-580989 ending on 12/1/2026 is applicable to workers employed by Daryl Coffey at the following housing sites: 3702 34th St. Hamilton MI 49419 ALLEGAN COUNTY, 3720 34th St., Hamilton, MICHIGAN, 49419, ALLEGAN 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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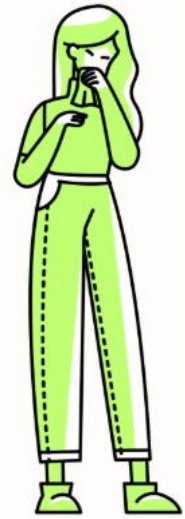
LEO - ESTA Information

Farmworker Legal Services

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-300-26043-635515**), 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 **35** hours per week since 4/13/2026 you likely would have earned 20 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?

**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 stick 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-300-26043-635515 ending on 11/18/2026 is applicable to workers employed by Providence Farm LLC at the following housing sites: 5945 N. M-88 Central Lake MI 49622 ANTRIM 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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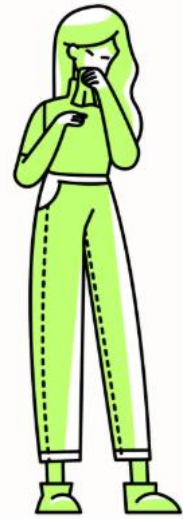
LEO - ESTA Information

Farmworker Legal Services

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 **6/7/2026** (which is the first day of **H-300-26084-727493**), then beginning **10/5/2026** 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.



## 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 6/7/2026 you likely would have earned 22 hours by 10/5/2026 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.**

## 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 stick 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-300-26084-727493 ending on 10/17/2026 is applicable to workers employed by King Orchards Inc. at the following housing sites: 4598 N M-88 Central Lake MI 49622 ANTRIM COUNTY, 4620 N M-88, Central Lake, MICHIGAN, 49622, ANTRIM COUNTY; 271 N US 31 , Kewadin, MICHIGAN, 49648, ANTRIM COUNTY; 484 US-31, Kewadin, MICHIGAN, 49648, ANTRIM COUNTY; 4458 N M-88, Central Lake, MICHIGAN, 49622, ANTRIM 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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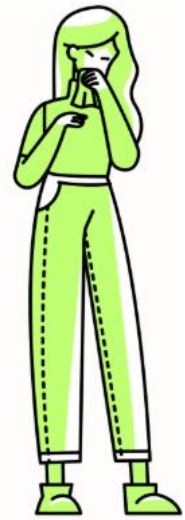
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26028-598263**), 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 **35** hours per week since 4/1/2026 you likely would have earned 20 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?

**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 stick 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

Farmworker Legal Services

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.

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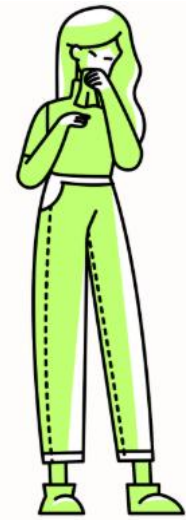
# Feeling sick? You may be eligible for paid time off!

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 **5/4/2026** (which is the first day of **H-300-26062-676477**), then beginning **9/1/2026** 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 5/4/2026 you likely would have earned 20 hours by 9/1/2026 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?

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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-300-26062-676477 ending on 11/14/2026 is applicable to workers employed by Legacy Labor, Inc. at the following housing sites: 12738 Hjelte Rd Kewadin MI 49648 ANTRIM 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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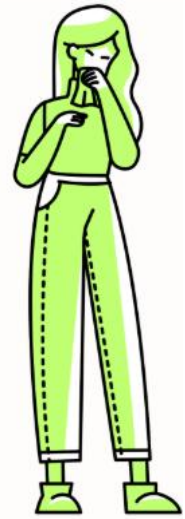
LEO - ESTA Information

Farmworker Legal Services

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 **7/1/2026** (which is the first day of **H-300-26119-848495**), 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 **40** hours per week since 7/1/2026 you likely would have earned 22 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?

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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 stick 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-300-26119-848495 ending on 11/7/2026 is applicable to workers employed by Royal Farms, Inc. at the following housing sites: 6247 Birch Lake Road Kewadin MI 49648 ANTRIM 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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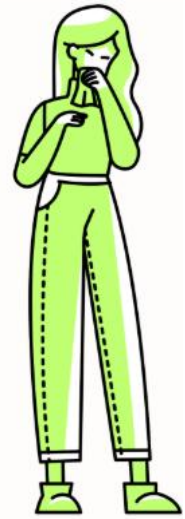
LEO - ESTA Information

Farmworker Legal Services

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-300-26057-666260**), 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 **35** hours per week since 4/13/2026 you likely would have earned 20 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?

**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 stick 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-300-26057-666260 ending on 12/16/2026 is applicable to workers employed by Friske Orchards Inc at the following housing sites: 11001 Doctor Road Charlevoix MI 49720 ANTRIM 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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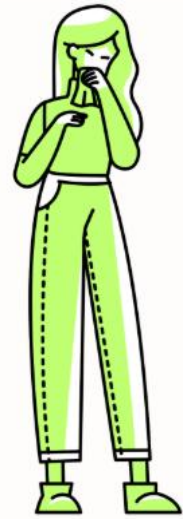
LEO - ESTA Information

Farmworker Legal Services

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 **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?

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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 stick 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.

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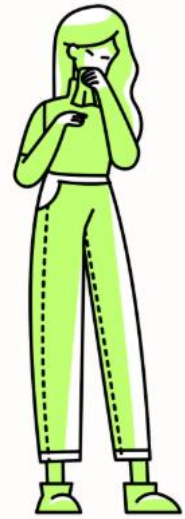
LEO - ESTA Information

Farmworker Legal Services

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 **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.**

## 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 stick 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-300-26075-706455 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.

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).

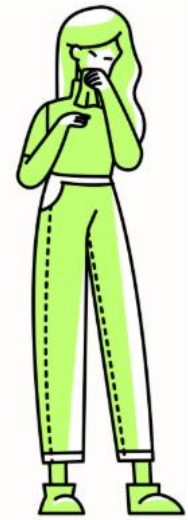
LEO - ESTA Information

Farmworker Legal Services

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 **3/10/2026** (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.**

## 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 stick 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-300-26002-528547 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, .

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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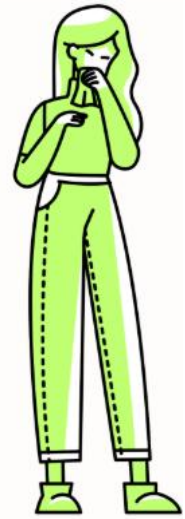
LEO - ESTA Information

Farmworker Legal Services

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 **2/2/2026** (which is the first day of **H-300-25335-445126**), then beginning **6/2/2026** 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 2/2/2026 you likely would have earned 20 hours by 6/2/2026 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 stick 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-300-25335-445126 ending on 10/10/2026 is applicable to workers employed by Jackson Citrus, Inc. at the following housing sites: 1038 Bainbridge Center

Benton Harbor MI 49022 BERRIEN 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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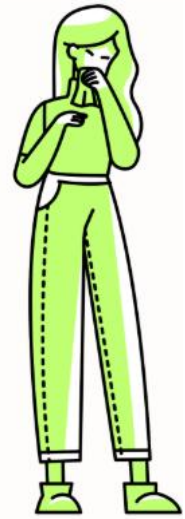
LEO - ESTA Information

Farmworker Legal Services

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 **4/10/2026** (which is the first day of **H-300-26028-599371**), then beginning **8/8/2026** 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 4/10/2026 you likely would have earned 22 hours by 8/8/2026 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.**

## 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 stick 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-300-26028-599371 ending on 11/8/2026 is applicable to workers employed by Molter Produce LLC at the following housing sites: 6895 Territorial Rd Benton Harbor MI 49022 BERRIEN COUNTY, 2137 Bainbridge Center Rd, Coloma, MICHIGAN, 49038, BERRIEN COUNTY; 2560 Friday Rd., Coloma, MICHIGAN, 49038, BERRIEN 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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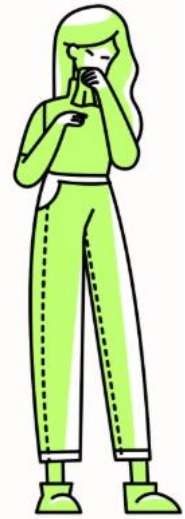
# Feeling sick? You may be eligible for paid time off!

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 **4/10/2026** (which is the first day of **H-300-26026-591395**), then beginning **8/8/2026** 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 4/10/2026 you likely would have earned 22 hours by 8/8/2026 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.**

## 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 stick 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-300-26026-591395 ending on 11/4/2026 is applicable to workers employed by Ellis Family Farms, LLC at the following housing sites: 380 S. Park Road Benton Harbor MI 49022 BERRIEN 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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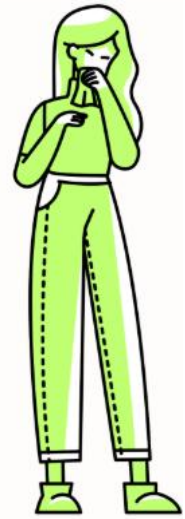
LEO - ESTA Information

Farmworker Legal Services

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-300-26037-626147**), 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 **35** hours per week since 4/13/2026 you likely would have earned 20 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?

**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 stick 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-300-26037-626147 ending on 10/23/2026 is applicable to workers employed by Willbrandt Enterprises, Inc. at the following housing sites: 5815 Kaiser Rd Benton Harbor MI 49022 BERRIEN 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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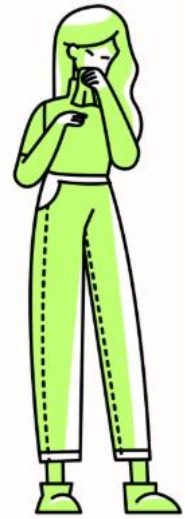
LEO - ESTA Information

Farmworker Legal Services

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 **6/1/2026** (which is the first day of **H-300-26093-754029**), then beginning **9/29/2026** 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 6/1/2026 you likely would have earned 20 hours by 9/29/2026 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 stick 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-300-26093-754029 ending on 11/6/2026 is applicable to workers employed by Fred Koenigshof at the following housing sites: 4050 Kerlikowske Rd Coloma MI 49038 BERRIEN COUNTY, 3946 Kerlikowske Rd, Coloma, MICHIGAN, 49038, BERRIEN 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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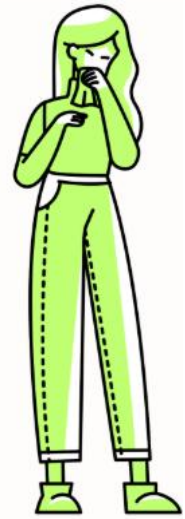
LEO - ESTA Information

Farmworker Legal Services

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 **3/15/2026** (which is the first day of **H-300-26012-552502**), then beginning **7/13/2026** 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 **48** hours per week since 3/15/2026 you likely would have earned 27 hours by 7/13/2026 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 stick 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-300-26012-552502 ending on 1/15/2027 is applicable to workers employed by Hawkeye Farms, LLC at the following housing sites: 5795 Scottdale Road St. Joseph MI 49085 BERRIEN 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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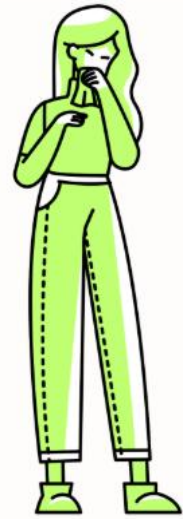
LEO - ESTA Information

Farmworker Legal Services

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 **3/24/2026** (which is the first day of **H-300-26009-548640**), then beginning **7/22/2026** 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 3/24/2026 you likely would have earned 25 hours by 7/22/2026 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 stick 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-300-26009-548640 ending on 12/1/2026 is applicable to workers employed by J. D. Layman Farms Inc. at the following housing sites: 7764 Lake Road, House B Berrien Center MI 49102 BERRIEN COUNTY, 7764 Lake Road, Berrien Center, MICHIGAN, 49102, BERRIEN COUNTY; 8582 M140, Berrien Center, MICHIGAN, 49102, BERRIEN COUNTY; 7764 Lake Road, Berrien Center, MICHIGAN, 49102, BERRIEN 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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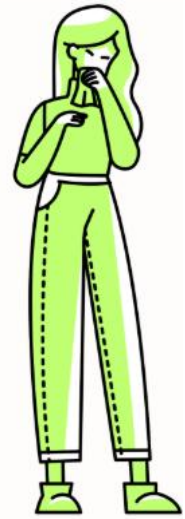
LEO - ESTA Information

Farmworker Legal Services

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 **4/20/2026** (which is the first day of **H-300-26066-687203**), then beginning **8/18/2026** 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 4/20/2026 you likely would have earned 20 hours by 8/18/2026 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 stick 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-300-26066-687203 ending on 10/24/2026 is applicable to workers employed by Sunny Harvest Farms, LLC at the following housing sites: 8791 S Lake Rd. Berrien Center MI 49102 BERRIEN 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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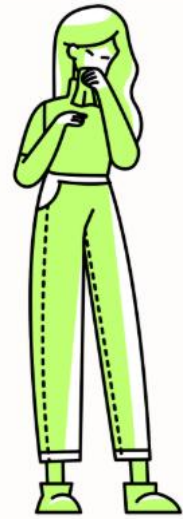
LEO - ESTA Information

Farmworker Legal Services

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 **12/1/2025** (which is the first day of **H-300-25260-314234**), then beginning **3/31/2026** 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 12/1/2025 you likely would have earned 20 hours by 3/31/2026 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 stick 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-300-25260-314234 ending on 5/30/2026 is applicable to workers employed by Silver Creek Poultry at the following housing sites: 7766 Lake Rd Berrien Center MI 49102 BERRIEN 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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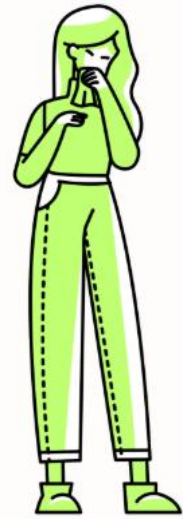
LEO - ESTA Information

Farmworker Legal Services

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 **2/25/2026** (which is the first day of **H-300-25357-508176**), then beginning **6/25/2026** 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 **54** hours per week since 2/25/2026 you likely would have earned 30 hours by 6/25/2026 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 stick 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-300-25357-508176 ending on 11/22/2026 is applicable to workers employed by Frillman Farms LLC at the following housing sites: 1845 Rockey Weed Rd. Berrien Springs MI 49103 BERRIEN COUNTY, 1845 Rockey Weed Rd., Berrien Springs, MICHIGAN, 49103, BERRIEN 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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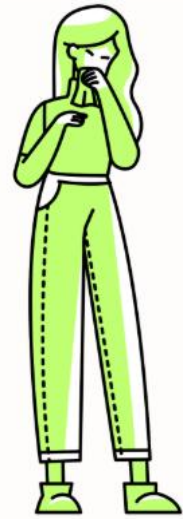
LEO - ESTA Information

Farmworker Legal Services

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 **4/9/2026** (which is the first day of **H-300-26036-620991**), then beginning **8/7/2026** 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 4/9/2026 you likely would have earned 22 hours by 8/7/2026 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 stick 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-300-26036-620991 ending on 12/31/2026 is applicable to workers employed by SunnyBrooke Growers at the following housing sites: 619 Rockey Weed Road, Berrien Springs MI 49103 BERRIEN COUNTY, 1965 East Linco Road,, Berrien Springs, MICHIGAN, 49103, BERRIEN COUNTY; 371 West John Beers Road, , Stevensville, MICHIGAN, 49127, BERRIEN COUNTY; 6816 U.S. Highway 31, Berrien Springs, MICHIGAN, 49103, BERRIEN COUNTY; 6897 Hollywood Road,, Berrien Springs, MICHIGAN, 49103, BERRIEN COUNTY; 619 Rockey Weed Rd, Berrien Springs, MICHIGAN, 49103, BERRIEN 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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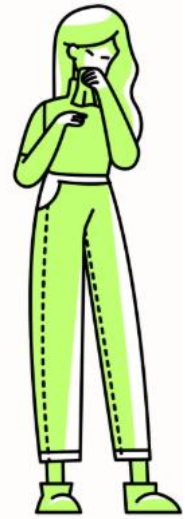
# Feeling sick? You may be eligible for paid time off!

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 **6/1/2026** (which is the first day of **H-300-26090-741108**), then beginning **9/29/2026** 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 6/1/2026 you likely would have earned 20 hours by 9/29/2026 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 stick 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-300-26090-741108 ending on 11/28/2026 is applicable to workers employed by SunnyBrooke Growers at the following housing sites: 619 Rockey Weed Road Berrien Springs MI 49103 BERRIEN COUNTY, 6816 U.S. Highway 31, BERRIEN SPRINGS, MICHIGAN, 49103, BERRIEN COUNTY; 371 West John Beers Road,, STEVENSVILLE, MICHIGAN, 49127, BERRIEN COUNTY; 1965 East Linco Road, BERRIEN SPRINGS, MICHIGAN, 49103, BERRIEN COUNTY; 6897 Hollywood Road, BERRIEN SPRINGS, MICHIGAN, 49103, BERRIEN 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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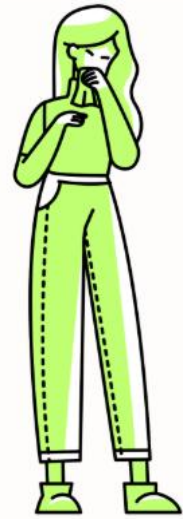
# Feeling sick? You may be eligible for paid time off!

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 **4/12/2026** (which is the first day of **H-300-26043-635520**), then beginning **8/10/2026** 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 **42** hours per week since 4/12/2026 you likely would have earned 24 hours by 8/10/2026 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 stick 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-300-26043-635520 ending on 10/31/2026 is applicable to workers employed by Schilling Ag Group, LLC at the following housing sites: 7762 West Eureka Road

Eau Claire MI 49111 BERRIEN COUNTY, 8797 East Eureka Road, Eau Claire, MICHIGAN, 49111, BERRIEN COUNTY; 9224 Black Lake Road, Eau Claire, MICHIGAN, 49111, BERRIEN COUNTY; 6556 Clawson Road, Eau Claire, MICHIGAN, 49111, BERRIEN COUNTY; 5795 Scottdale Road City State Michigan Postal code, St. Joseph, MICHIGAN, 49085, BERRIEN COUNTY; 33031 Silver Street, Dowagiac, MICHIGAN, 49047, BERRIEN COUNTY; 7762 West Eureka Road City State Michigan Postal code, Eau Claire, MICHIGAN, 49111, BERRIEN COUNTY.

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

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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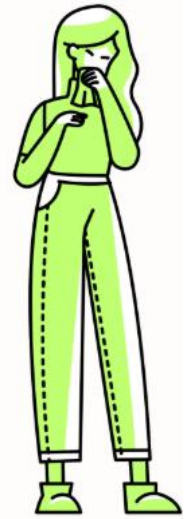
# Feeling sick? You may be eligible for paid time off!

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 **4/20/2026** (which is the first day of **H-300-26050-652516**), then beginning **8/18/2026** 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 4/20/2026 you likely would have earned 20 hours by 8/18/2026 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 stick 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-300-26050-652516 ending on 10/28/2026 is applicable to workers employed by Harner Farms LLC at the following housing sites: 5015 Clawson Rd. Eau Claire MI 49111 BERRIEN 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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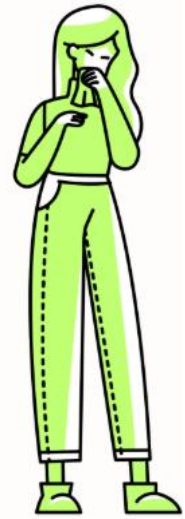
LEO - ESTA Information

Farmworker Legal Services

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 **6/10/2026** (which is the first day of **H-300-26126-875282**), then beginning **10/8/2026** 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 6/10/2026 you likely would have earned 22 hours by 10/8/2026 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.**

## 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 stick 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-300-26126-875282 ending on 11/1/2026 is applicable to workers employed by Disterheft Farms LLC at the following housing sites: 8218 Laberdy Road Eau Claire MI 49111 BERRIEN 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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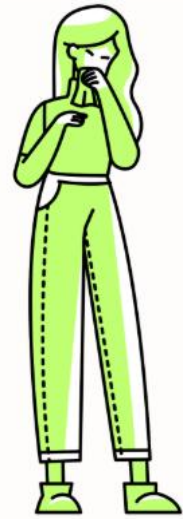
LEO - ESTA Information

Farmworker Legal Services

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 **3/9/2026** (which is the first day of **H-300-26009-546532**), then beginning **7/7/2026** 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 3/9/2026 you likely would have earned 22 hours by 7/7/2026 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 stick 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-300-26009-546532 ending on 11/1/2026 is applicable to workers employed by A&B Costanza Farms, LLC at the following housing sites: 4485 River Road Sodus MI 49126 BERRIEN COUNTY, 4777 Hillandale Road , Sodus, MICHIGAN, 49126, BERRIEN 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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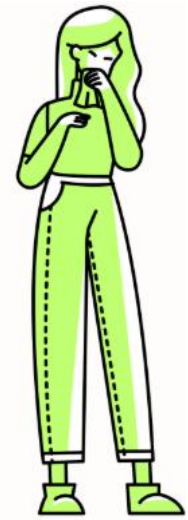
# Feeling sick? You may be eligible for paid time off!

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 **4/6/2026** (which is the first day of **H-300-26034-617506**), 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 **40** hours per week since 4/6/2026 you likely would have earned 22 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 stick 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-300-26034-617506 ending on 11/29/2026 is applicable to workers employed by A&B Costanza Farms, LLC at the following housing sites: 4485 River Road Sodus MI 49126 BERRIEN COUNTY, 4777 Hillandale Road , Sodus, MICHIGAN, 49126, BERRIEN 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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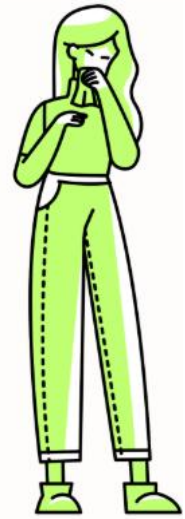
# Feeling sick? You may be eligible for paid time off!

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 **4/13/2026** (which is the first day of **H-300-26043-637932**), 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 **40** hours per week since 4/13/2026 you likely would have earned 22 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?

**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 stick 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-300-26043-637932 ending on 11/5/2026 is applicable to workers employed by Russell P Costanza at the following housing sites: 4964 Westside Drive

Sodus MI 49126 BERRIEN COUNTY, 3065 Dutch Lane, Sodus, MICHIGAN, 49126, BERRIEN COUNTY; 5355 Westside Drive, Sodus, MICHIGAN, 49126, BERRIEN 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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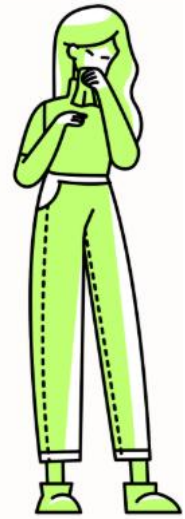
# Feeling sick? You may be eligible for paid time off!

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 **4/20/2026** (which is the first day of **H-300-26050-652880**), then beginning **8/18/2026** 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 **40** hours per week since 4/20/2026 you likely would have earned 22 hours by 8/18/2026 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 stick 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-300-26050-652880 ending on 10/28/2026 is applicable to workers employed by Leitz Farms, LLC at the following housing sites: 5109 RIVER ROAD Sodus MI 49126 BERRIEN 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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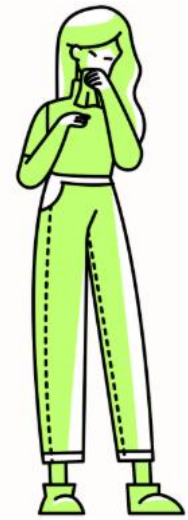
LEO - ESTA Information

Farmworker Legal Services

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 **6/8/2026** (which is the first day of **H-300-26099-775533**), then beginning **10/6/2026** 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 6/8/2026 you likely would have earned 22 hours by 10/6/2026 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 stick 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-300-26099-775533 ending on 10/28/2026 is applicable to workers employed by Leitz Farms, LLC at the following housing sites: 5109 RIVER ROAD Sodus MI 49126 BERRIEN 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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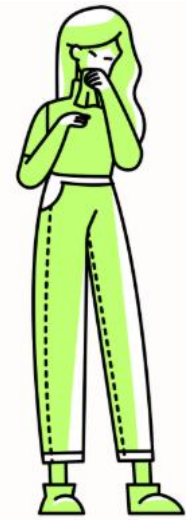
LEO - ESTA Information

Farmworker Legal Services

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 **2/9/2026** (which is the first day of **H-300-25345-475423**), then beginning **6/9/2026** 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 2/9/2026 you likely would have earned 22 hours by 6/9/2026 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 stick 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-300-25345-475423 ending on 10/3/2026 is applicable to workers employed by Andrew A. Barbott at the following housing sites: 7153 Cleveland Ave Stevensville MI 49127 BERRIEN 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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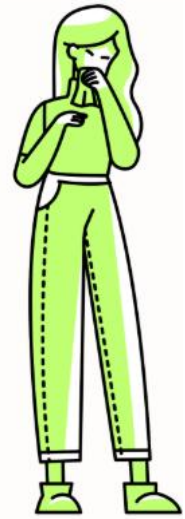
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25365-519089**), 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 **40** hours per week since 3/1/2026 you likely would have earned 22 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.**

## 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 stick 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-300-25365-519089 ending on 12/31/2026 is applicable to workers employed by Granor Farms LLC at the following housing sites: 3480 Warren Woods Three Oaks MI 49128 BERRIEN 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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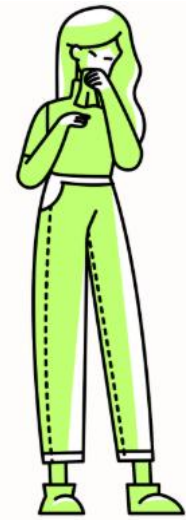
LEO - ESTA Information

Farmworker Legal Services

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 **4/10/2026** (which is the first day of **H-300-26037-625162**), then beginning **8/8/2026** 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 **48** hours per week since 4/10/2026 you likely would have earned 27 hours by 8/8/2026 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.**

## 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 stick 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-300-26037-625162 ending on 11/15/2026 is applicable to workers employed by Lynn Mayer's Great Lakes Glads,Inc. at the following housing sites: 481 Rubley Road Bronson MI 49028 BRANCH 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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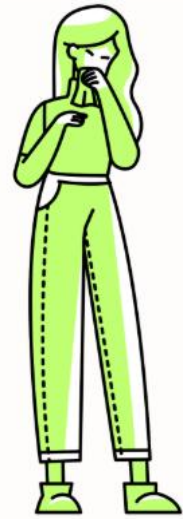
LEO - ESTA Information

Farmworker Legal Services

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 **5/18/2026** (which is the first day of **H-300-26064-683518**), 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 **40** hours per week since 5/18/2026 you likely would have earned 22 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.**

## 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 stick 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-300-26064-683518 ending on 9/18/2026 is applicable to workers employed by Lynn Mayer's Great Lakes Glads,Inc. at the following housing sites: 481 Rubley Road Bronson MI 49028 BRANCH 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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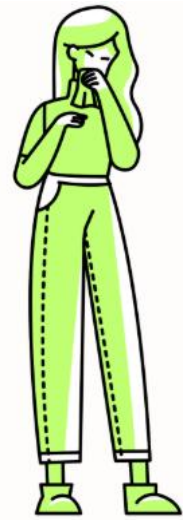
LEO - ESTA Information

Farmworker Legal Services

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-300-26023-585561**), 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 **45** hours per week since 3/30/2026 you likely would have earned 25 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 stick 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-300-26023-585561 ending on 1/8/2027 is applicable to workers employed by Maroa Farms Inc. at the following housing sites: 270 North Fillmore Rd Coldwater MI 49036 BRANCH 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).

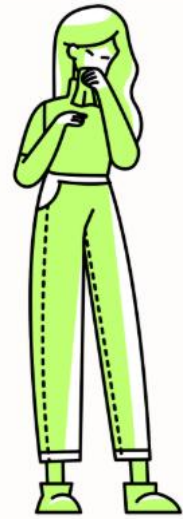
LEO - ESTA Information

Farmworker Legal Services

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-300-26023-585590**), 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 **45** hours per week since 3/30/2026 you likely would have earned 25 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 stick 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-300-26023-585590 ending on 1/8/2027 is applicable to workers employed by Pepperco-USA Inc. at the following housing sites: 220 N. Fillmore Rd Coldwater MI 49036 BRANCH COUNTY, 270 N. Fillmore, Coldwater, MICHIGAN, 49036, BRANCH 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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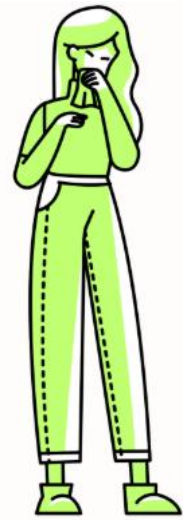
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26020-573433**), 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?

**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 stick 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-300-26020-573433 ending on 10/31/2026 is applicable to workers employed by Walter P Rawl & Sons Inc at the following housing sites: 2496 K Drive South East Leroy MI 49051 CALHOUN 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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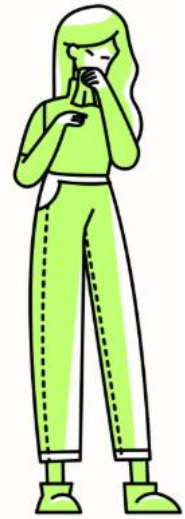
LEO - ESTA Information

Farmworker Legal Services

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 **6/8/2026** (which is the first day of **H-300-26086-735495**), then beginning **10/6/2026** 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 6/8/2026 you likely would have earned 22 hours by 10/6/2026 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 stick 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-300-26086-735495 ending on 10/31/2026 is applicable to workers employed by Walter P Rawl & Sons Inc at the following housing sites: 2496 K Drive South East Leroy MI 49051 CALHOUN COUNTY, 212 Ellen St, Union City, MICHIGAN, 49094, BRANCH COUNTY; 2876 5 Mile Rd, , Athens , MICHIGAN, 49011, BRANCH 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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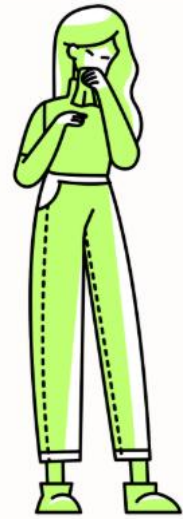
# Feeling sick? You may be eligible for paid time off!

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 **3/25/2026** (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 stick 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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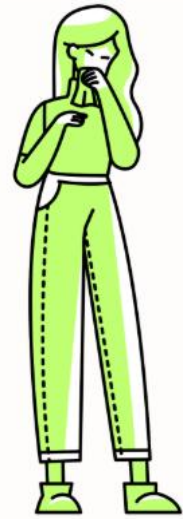
LEO - ESTA Information

Farmworker Legal Services

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 **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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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 stick 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-300-25214-217519 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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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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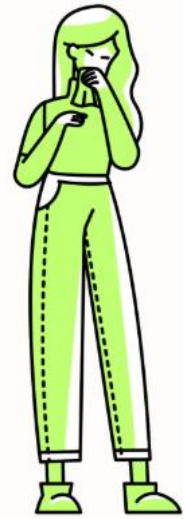
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (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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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 stick 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-300-25350-486565 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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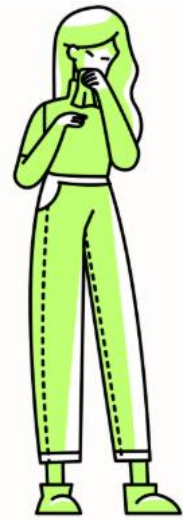
# Feeling sick? You may be eligible for paid time off!



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 **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.

## 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 4/13/2026 you likely would have earned 27 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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## 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 stick 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-300-26043-637114 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.

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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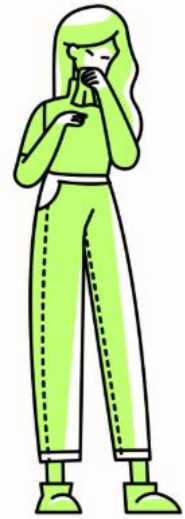
LEO - ESTA Information

Farmworker Legal Services

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 **3/17/2026** (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.**

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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 stick 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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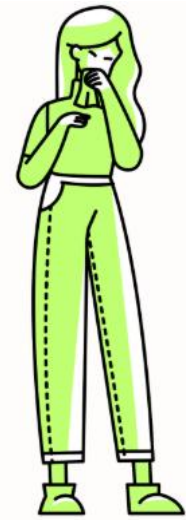
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (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?

**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 stick 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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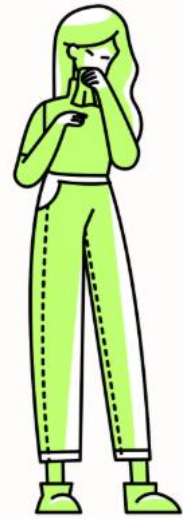
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (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?

**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 stick 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,

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

Dowagiac, MICHIGAN, 49057, VAN BUREN COUNTY; 6626 Cairn Highway (Cairn Lower), Kewadin, MICHIGAN, 49648, 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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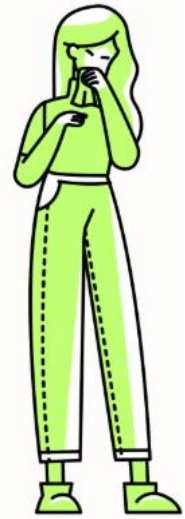
# Feeling sick? You may be eligible for paid time off!

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 **3/21/2026** (which is the first day of **H-300-26006-536065**), then beginning **7/19/2026** 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 **50** hours per week since 3/21/2026 you likely would have earned 28 hours by 7/19/2026 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 stick 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-300-26006-536065 ending on 11/22/2026 is applicable to workers employed by Robinson's Landscaping & Nursery, Inc. at the following housing sites: 5258 West Road Boyne City MI 49712 CHARLEVOIX 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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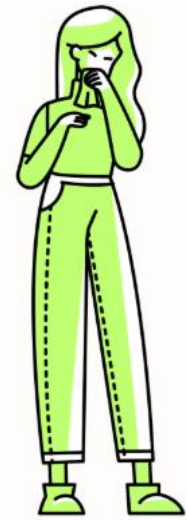
LEO - ESTA Information

Farmworker Legal Services

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 **4/7/2026** (which is the first day of **H-300-26030-609227**), then beginning **8/5/2026** 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.

## 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 4/7/2026 you likely would have earned 22 hours by 8/5/2026 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.**

## 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 stick 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-300-26030-609227 ending on 11/5/2026 is applicable to workers employed by Michigan Cranberries LLC at the following housing sites: 7821 Alpena State Rd Cheboygan MI 49721 CHEBOYGAN 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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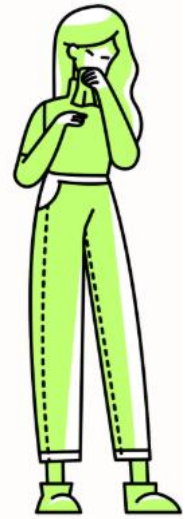
LEO - ESTA Information

Farmworker Legal Services

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-300-26033-612871**), 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 **35** hours per week since 4/13/2026 you likely would have earned 20 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?

**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 stick 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-300-26033-612871 ending on 11/6/2026 is applicable to workers employed by Felzke Farms at the following housing sites: 5501 West Herbison Road DeWitt MI 48820 CLINTON 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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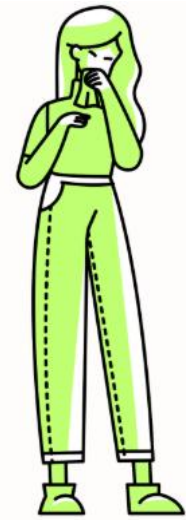
LEO - ESTA Information

Farmworker Legal Services

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-300-26008-544635**), 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 22 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 stick 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-300-26008-544635 ending on 12/1/2026 is applicable to workers employed by Dutch Meadows Dairy LLC at the following housing sites: 127 E First St Ovid MI 48866 CLINTON 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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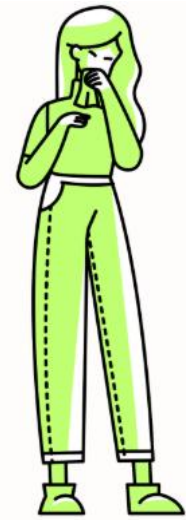
LEO - ESTA Information

Farmworker Legal Services

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 **4/6/2026** (which is the first day of **H-300-26021-577379**), 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 **40** hours per week since 4/6/2026 you likely would have earned 22 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 stick 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-300-26021-577379 ending on 10/23/2026 is applicable to workers employed by Andy T's Farm, LLC at the following housing sites: 3131 South US 27 St Johns MI 48879 CLINTON 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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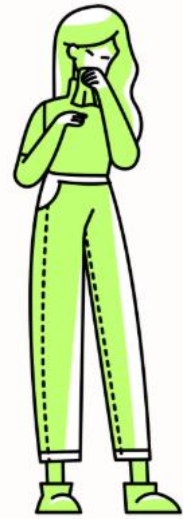
LEO - ESTA Information

Farmworker Legal Services

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 **1/10/2026** (which is the first day of **H-300-25305-355827**), then beginning **5/10/2026** 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 **50** hours per week since 1/10/2026 you likely would have earned 28 hours by 5/10/2026 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 stick 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-300-25305-355827 ending on 11/10/2026 is applicable to workers employed by S&L Seed Potato Farm LLC at the following housing sites: N 7745 Jefferson St Felch MI 49831 DICKINSON 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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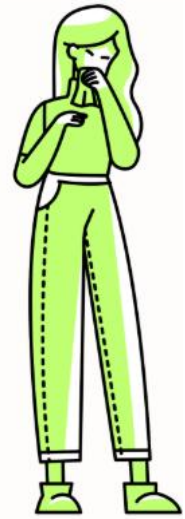
LEO - ESTA Information

Farmworker Legal Services

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 **4/19/2026** (which is the first day of **H-300-26049-647124**), then beginning **8/17/2026** 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 4/19/2026 you likely would have earned 22 hours by 8/17/2026 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 stick 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-300-26049-647124 ending on 11/14/2026 is applicable to workers employed by Arlene Resource Management LLC at the following housing sites: 2084 Orchard Lane Charlotte MI 48813 EATON 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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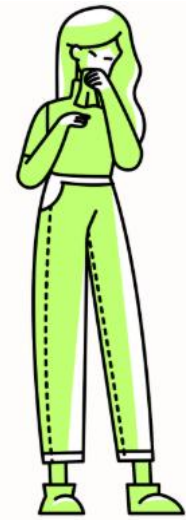
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26040-627678**), 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?

**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 stick 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-300-26040-627678 ending on 12/31/2026 is applicable to workers employed by Rapid Ridge Farms LLC at the following housing sites: 131 S Main Street Olivet MI 49076 EATON 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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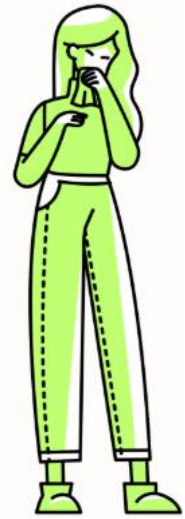
LEO - ESTA Information

Farmworker Legal Services

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 **3/24/2026** (which is the first day of **H-300-26018-568620**), then beginning **7/22/2026** 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 3/24/2026 you likely would have earned 22 hours by 7/22/2026 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 stick 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-300-26018-568620 ending on 12/15/2026 is applicable to workers employed by Bluff Gardens Inc at the following housing sites: 648 West Bluff Drive Harbor Springs MI 49740 EMMET 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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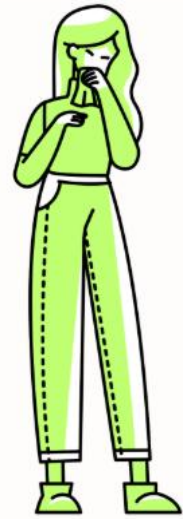
LEO - ESTA Information

Farmworker Legal Services

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 **3/15/2026** (which is the first day of **H-300-25364-515437**), then beginning **7/13/2026** 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 3/15/2026 you likely would have earned 22 hours by 7/13/2026 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 stick 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-300-25364-515437 ending on 11/30/2026 is applicable to workers employed by Silva & Sons Landscaping, LLC at the following housing sites: 1231 Quick Rd Harbor Springs MI 49740 EMMET COUNTY, 7139 Hedrick Rd, Harbor Springs, MICHIGAN, 49740, EMMET COUNTY; 1151 Quick Rd., Harbor Springs, MICHIGAN, 49740, EMMET 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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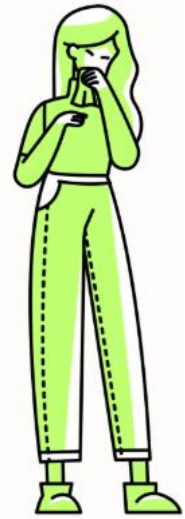
# Feeling sick? You may be eligible for paid time off!

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 **4/5/2026** (which is the first day of **H-300-26030-607013**), then beginning **8/3/2026** 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 4/5/2026 you likely would have earned 22 hours by 8/3/2026 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.**

## 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 stick 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-300-26030-607013 ending on 11/30/2026 is applicable to workers employed by Silva & Sons Landscaping, LLC at the following housing sites: 1231 Quick Rd Harbor Springs MI 49740 EMMET COUNTY, 1151 Quick Rd., Harbor Springs, MICHIGAN, 49740, EMMET COUNTY; 7139 Hedrick Rd, Harbor Springs, MICHIGAN, 49740, EMMET 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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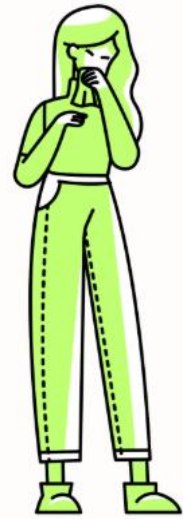
# Feeling sick? You may be eligible for paid time off!

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 **3/20/2026** (which is the first day of **H-300-26004-532701**), 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 **40** hours per week since 3/20/2026 you likely would have earned 22 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 stick 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-300-26004-532701 ending on 12/31/2026 is applicable to workers employed by VIDOSH NORTH LLC at the following housing sites: 527 E MITCHELL STREET PETOSKEY MI 49770 EMMET 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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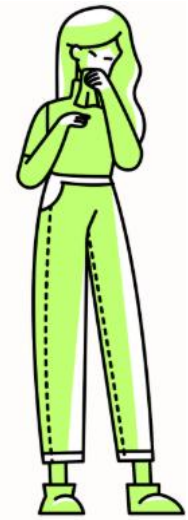
LEO - ESTA Information

Farmworker Legal Services

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 **3/17/2026** (which is the first day of **H-300-26009-548500**), 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 **50** hours per week since 3/17/2026 you likely would have earned 28 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?

**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 stick 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-300-26009-548500 ending on 12/1/2026 is applicable to workers employed by David Hoffman Landscaping & Nursery, Inc. at the following housing sites: 2614 N U.S. Highway 31 Petoskey MI 49770 EMMET COUNTY, 2614 N U.S. Highway 31, Apt. B, Petoskey, MICHIGAN, 49770, EMMET 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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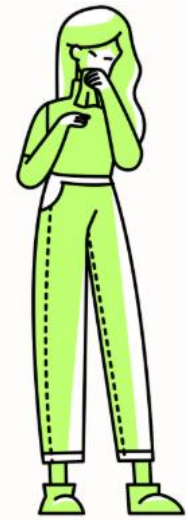
# Feeling sick? You may be eligible for paid time off!

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 **3/28/2026** (which is the first day of **H-300-26012-551059**), then beginning **7/26/2026** 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 **57.5** hours per week since 3/28/2026 you likely would have earned 32 hours by 7/26/2026 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 stick 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-300-26012-551059 ending on 11/30/2026 is applicable to workers employed by Lake Charlevoix Landscaping LLC at the following housing sites: 8360 E Mitchell Rd Petoskey MI 49770 EMMET 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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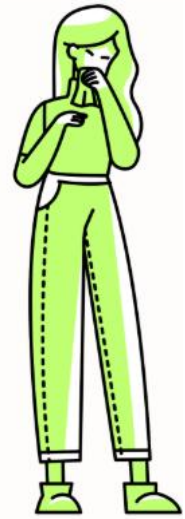
LEO - ESTA Information

Farmworker Legal Services

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-300-26014-558045**), 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 22 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 stick 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-300-26014-558045 ending on 11/30/2026 is applicable to workers employed by Peggy's Gardening, Inc. at the following housing sites: 669 South Division Rd. Petoskey MI 49770 EMMET 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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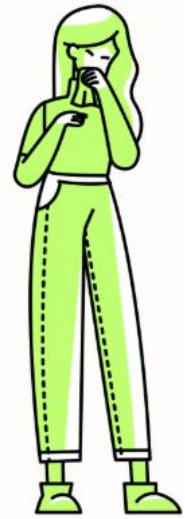
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26021-576050**), 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 **57** hours per week since 4/1/2026 you likely would have earned 32 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?

**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 stick 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-300-26021-576050 ending on 12/1/2026 is applicable to workers employed by John Hoffman & Sons Landscaping & Nursery, Inc. at the following housing sites: 2023  Mitchell St. Petoskey MI 49770 EMMET 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).

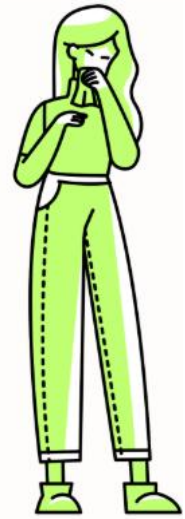
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26022-582026**), 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?

**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 stick 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-300-26022-582026 ending on 12/1/2026 is applicable to workers employed by Richard Hoffman Landscaping, Inc. at the following housing sites: 4185 E. Mitchell Rd. Petoskey MI 49770 EMMET 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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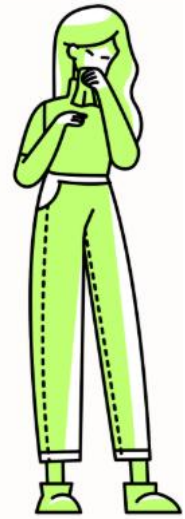
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26016-567411**), 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 **54** hours per week since 4/1/2026 you likely would have earned 30 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?

**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 stick 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-300-26016-567411 ending on 11/15/2026 is applicable to workers employed by Marco, LLC at the following housing sites: 2766 Howard Rd. Petoskey MI 49770 EMMET 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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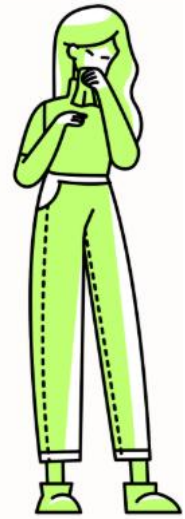
LEO - ESTA Information

Farmworker Legal Services

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-300-26030-606425**), 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 **54** hours per week since 4/15/2026 you likely would have earned 30 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 stick 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-300-26030-606425 ending on 11/15/2026 is applicable to workers employed by 5 H Irrigation and Maintenance, Inc. at the following housing sites: 6101 Rustic Rd. Petoskey MI 49770 EMMET 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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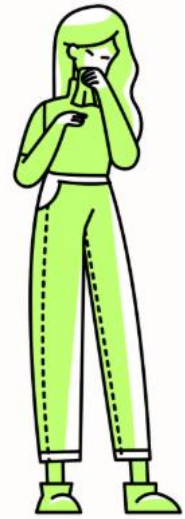
LEO - ESTA Information

Farmworker Legal Services

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 **4/20/2026** (which is the first day of **H-300-26041-629548**), then beginning **8/18/2026** 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 **48** hours per week since 4/20/2026 you likely would have earned 27 hours by 8/18/2026 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 stick 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-300-26041-629548 ending on 11/1/2026 is applicable to workers employed by Coveyou Farms LLC at the following housing sites: 3805 Cemetery Rd Petoskey MI 49770 EMMET 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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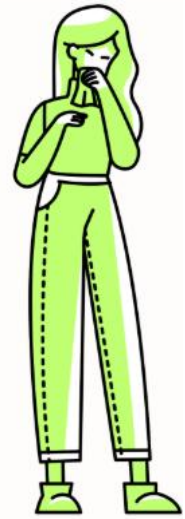
LEO - ESTA Information

Farmworker Legal Services

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 **6/5/2026** (which is the first day of **H-300-26082-721896**), then beginning **10/3/2026** 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 **55** hours per week since 6/5/2026 you likely would have earned 31 hours by 10/3/2026 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.**

## 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 stick 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-300-26082-721896 ending on 12/15/2026 is applicable to workers employed by Hoffman Farm, LLC at the following housing sites: 198 Fletcher Rd. Petoskey MI 49770 EMMET 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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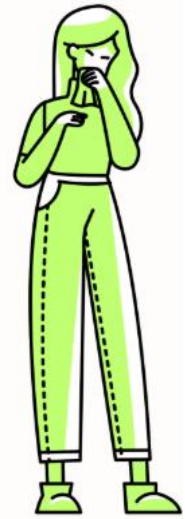
LEO - ESTA Information

Farmworker Legal Services

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-300-26015-563182**), 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 22 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 stick 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-300-26015-563182 ending on 12/19/2026 is applicable to workers employed by DeBuck's Sod Farm, Inc. at the following housing sites: 12138 Lippincott Blvd Davison MI 48423 GENESEE 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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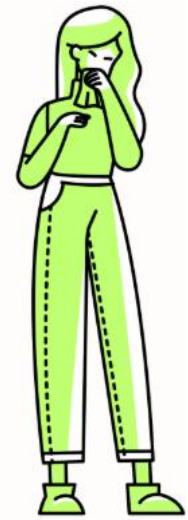
LEO - ESTA Information

Farmworker Legal Services

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 **4/6/2026** (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 stick 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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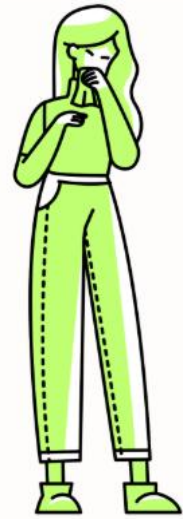
LEO - ESTA Information

Farmworker Legal Services

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 **3/17/2026** (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?

**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.**

## 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 stick 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-300-26016-567390 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, .

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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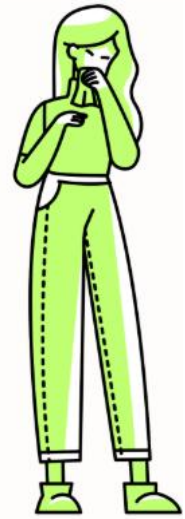
LEO - ESTA Information

Farmworker Legal Services

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 **3/17/2026** (which is the first day of **H-300-26016-567535**), 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 **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.**

## 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 stick 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-300-26016-567535 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, .

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).

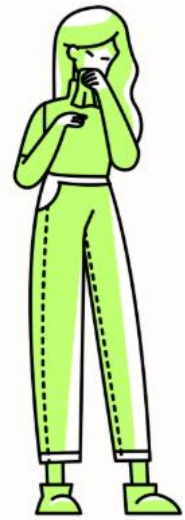
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (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.



## 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 4/1/2026 you likely would have earned 20 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?

**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 stick 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-300-26016-567094 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.

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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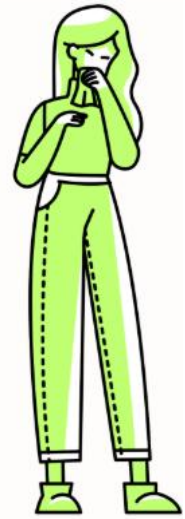
LEO - ESTA Information

Farmworker Legal Services

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 **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.**

## 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 stick 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-300-26118-845611 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, .

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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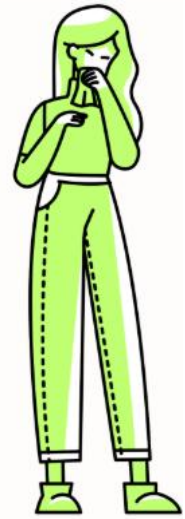
LEO - ESTA Information

Farmworker Legal Services

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 **3/17/2026** (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.



## 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 3/17/2026 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.**

## 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 stick 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-300-26007-542835 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.

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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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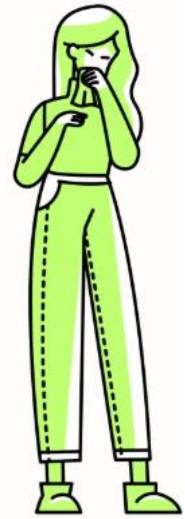
# Feeling sick? You may be eligible for paid time off!

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 **3/18/2026** (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.



## 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 3/18/2026 you likely would have earned 22 hours by 7/16/2026 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 stick 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-300-26007-542790 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.

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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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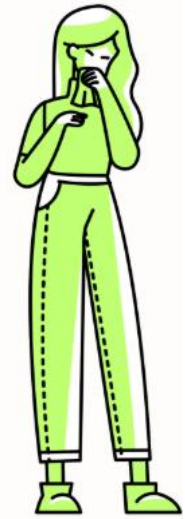
# Feeling sick? You may be eligible for paid time off!

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 **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.



## 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 4/3/2026 you likely would have earned  hours by 8/1/2026 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 stick 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-300-26033-615160 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, .

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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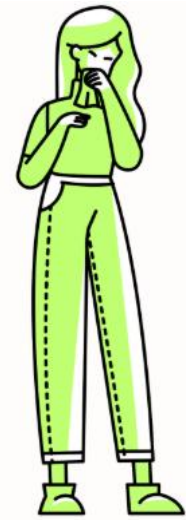
LEO - ESTA Information

Farmworker Legal Services

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 **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.

## 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 5/18/2026 you likely would have earned  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.**

## 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 stick 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-300-26093-755662 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, .

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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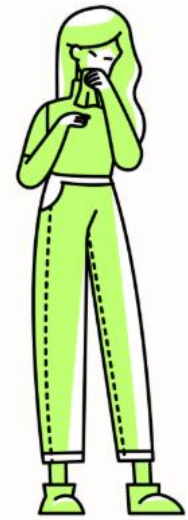
LEO - ESTA Information

Farmworker Legal Services

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 **3/15/2026** (which is the first day of **H-300-26006-539230**), then beginning **7/13/2026** 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 **60** hours per week since 3/15/2026 you likely would have earned  hours by 7/13/2026 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 stick 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-300-26006-539230 ending on 12/30/2026 is applicable to workers employed by Bebow Transport, Inc. at the following housing sites: 1313 Marquette Blvd. Alma MI 48801 GRATIOT COUNTY, 9973 N Luce Rd., Alma, MICHIGAN, 48801, GRATIOT 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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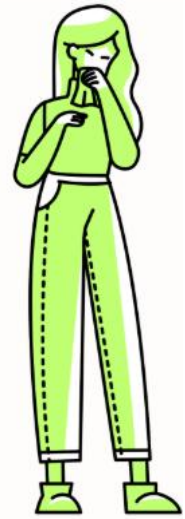
LEO - ESTA Information

Farmworker Legal Services

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 **5/1/2026** (which is the first day of **H-300-26049-649264**), 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 **54** hours per week since 5/1/2026 you likely would have earned  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 stick 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-300-26049-649264 ending on 12/1/2026 is applicable to workers employed by Bebow Farms Inc at the following housing sites: 10645 N Luce Road Alma MI 48801 GRATIOT COUNTY, 4390 Pine River Road, St. Louis, MICHIGAN, 48880, MIDLAND 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).

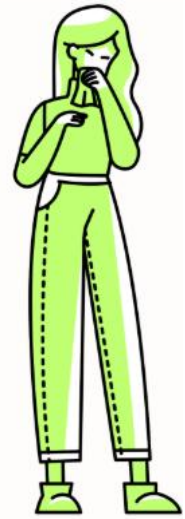
LEO - ESTA Information

Farmworker Legal Services

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 **5/30/2026** (which is the first day of **H-300-26075-705208**), then beginning **9/27/2026** 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 **40** hours per week since 5/30/2026 you likely would have earned  hours by 9/27/2026 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.

## 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 stick 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-300-26075-705208 ending on 11/1/2026 is applicable to workers employed by Bebow Farms Inc at the following housing sites: 10645 N Luce Road Alma MI 48801 GRATIOT 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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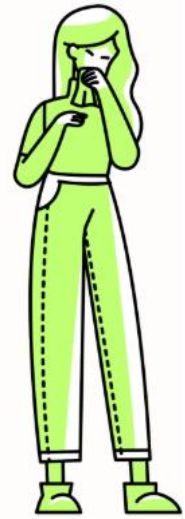
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26030-606813**), 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 **60** hours per week since 4/1/2026 you likely would have earned  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?

**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 stick 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-300-26030-606813 ending on 1/31/2027 is applicable to workers employed by DeSaegher Dairy, Inc. at the following housing sites: 1516 S. Ely Hwy Ithaca MI 48847 GRATIOT 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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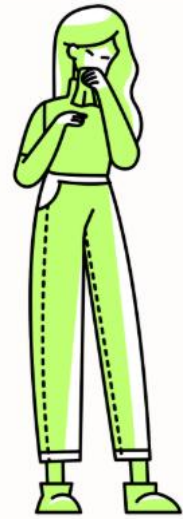
LEO - ESTA Information

Farmworker Legal Services

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 **3/6/2026** (which is the first day of **H-300-26005-534330**), then beginning **7/4/2026** 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 **55** hours per week since 3/6/2026 you likely would have earned  hours by 7/4/2026 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 stick 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-300-26005-534330 ending on 12/12/2026 is applicable to workers employed by CF, LLC at the following housing sites: 3370 W St Charles Rd Ithaca MI 48847 GRATIOT COUNTY, 3611 W St. Charles Rd., Ithaca, MICHIGAN, 48847, GRATIOT COUNTY; 1520 Alger Rd., Alma, MICHIGAN, 48801, GRATIOT 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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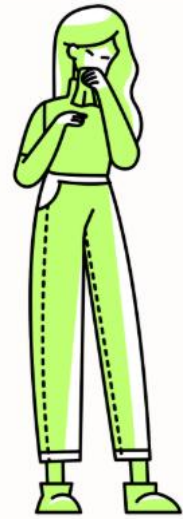
# Feeling sick? You may be eligible for paid time off!

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 **3/13/2026** (which is the first day of **H-300-25363-513176**), then beginning **7/11/2026** 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 **47.5** hours per week since 3/13/2026 you likely would have earned  hours by 7/11/2026 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?

**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 stick 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-300-25363-513176 ending on 7/25/2026 is applicable to workers employed by Bonnie Plants, LLC-62-1 at the following housing sites: 5935 East Saint Charles Road Ithaca MI 48847 GRATIOT COUNTY, 512 East Saginaw Street, Breckenridge, MICHIGAN, 48615, GRATIOT COUNTY; 315 North 8th Street, Breckenridge, MICHIGAN, 48615, GRATIOT 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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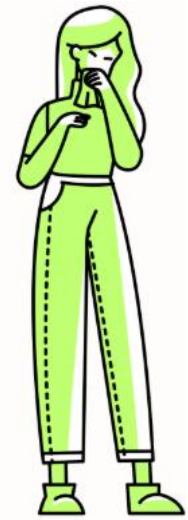
# Feeling sick? You may be eligible for paid time off!



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 **6/1/2026** (which is the first day of **H-300-26086-737113**), then beginning **9/29/2026** 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 6/1/2026 you likely would have earned  hours by 9/29/2026 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 stick 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-300-26086-737113 ending on 10/3/2026 is applicable to workers employed by Legacy Labor, Inc. at the following housing sites: 7290 W. Hayes Rd Middleton MI 48856 GRATIOT 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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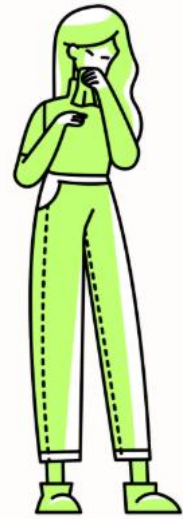
LEO - ESTA Information

Farmworker Legal Services

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 **3/2/2026** (which is the first day of **H-300-26001-520227**), 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 **40** 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?

**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 stick 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-300-26001-520227 ending on 12/15/2026 is applicable to workers employed by Van Loon Farms LLC at the following housing sites: 5492 W. Laporte Rd. Saint Louis MI 48880 GRATIOT COUNTY, 4609 S. Eleven Mile Rd, Breckenridge, MICHIGAN, 48615, GRATIOT COUNTY; 1614 West Midland Gratiot County Line Road, Breckenridge, MICHIGAN, 48615, GRATIOT COUNTY; 5584 West Kent Road, Saint Louis, MICHIGAN, 48880, GRATIOT 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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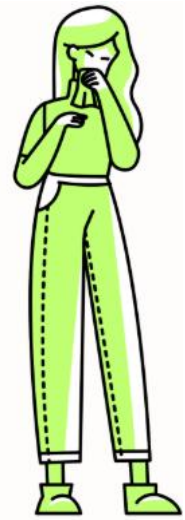
LEO - ESTA Information

Farmworker Legal Services

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 **4/6/2026** (which is the first day of **H-300-26036-623563**), 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 **40** hours per week since 4/6/2026 you likely would have earned  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 stick 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-300-26036-623563 ending on 12/15/2026 is applicable to workers employed by Van Loon Farms LLC at the following housing sites: 5492 W. Laporte Rd. Saint Louis MI 48880 GRATIOT COUNTY, 5584 West Kent Road, Saint Louis, MICHIGAN, 48880, GRATIOT COUNTY; 1614 West Midland Gratiot County Line Road, Breckenridge, MICHIGAN, 48615, GRATIOT COUNTY; 4609 S. Eleven Mile Rd, Breckenridge, MICHIGAN, 48615, GRATIOT 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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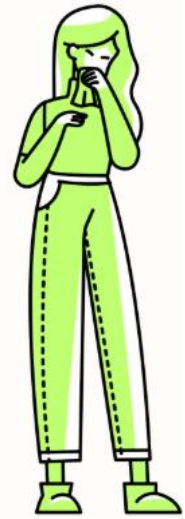
LEO - ESTA Information

Farmworker Legal Services

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 **4/14/2026** (which is the first day of **H-300-26044-638770**), then beginning **8/12/2026** 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 4/14/2026 you likely would have earned  hours by 8/12/2026 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.**

## 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 stick 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-300-26044-638770 ending on 12/15/2026 is applicable to workers employed by Van Loon Farms LLC at the following housing sites: 5492 W. Laporte Rd. Saint Louis MI 48880 GRATIOT COUNTY, 5584 West Kent Road, Saint Louis, MICHIGAN, 48880, GRATIOT COUNTY; 1614 West Midland Gratiot County Line Road, Breckenridge, MICHIGAN, 48615, GRATIOT COUNTY; 4609 S. Eleven Mile Rd, Breckenridge, MICHIGAN, 48615, GRATIOT 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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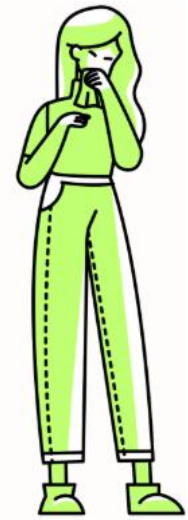
LEO - ESTA Information

Farmworker Legal Services

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 **5/26/2026** (which is the first day of **H-300-26079-717833**), then beginning **9/23/2026** 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 5/26/2026 you likely would have earned  hours by 9/23/2026 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 stick 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-300-26079-717833 ending on 11/14/2026 is applicable to workers employed by Oliver's Acres Orchard Company LLC at the following housing sites: 3500 Milnes Road Hillsdale MI 49242 HILLSDALE 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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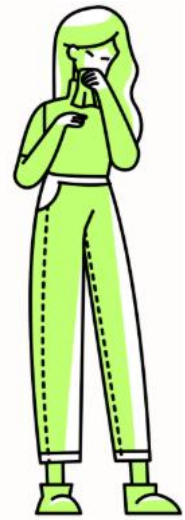
LEO - ESTA Information

Farmworker Legal Services

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 **1/5/2026** (which is the first day of **H-300-25308-372699**), then beginning **5/5/2026** 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.

## 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 1/5/2026 you likely would have earned  hours by 5/5/2026 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.**

## 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 stick 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-300-25308-372699 ending on 9/17/2026 is applicable to workers employed by Raker Roberta's Young Plants at the following housing sites: 10371 Rainey Rd.  LITCHFIELD MI 49252 HILLSDALE COUNTY, 10371 Rainey Rd., LITCHFIELD, MICHIGAN, 49252, HILLSDALE COUNTY; 10371 Rainey Rd., LITCHFIELD, MICHIGAN, 49252, HILLSDALE COUNTY; 11670 Anderson Rd., Litchfield, MICHIGAN, 49252, HILLSDALE 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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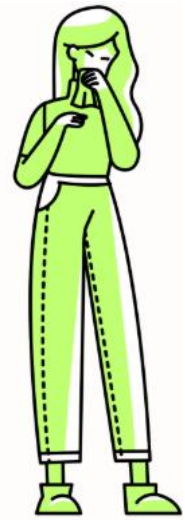
LEO - ESTA Information

Farmworker Legal Services

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 **1/5/2026** (which is the first day of **H-300-25308-372676**), then beginning **5/5/2026** 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.



## 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 1/5/2026 you likely would have earned  hours by 5/5/2026 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.**

## 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 stick 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-300-25308-372676 ending on 6/25/2026 is applicable to workers employed by Raker Roberta's Young Plants at the following housing sites: 10371 Rainey Rd.  Litchfield MI 49252 HILLSDALE COUNTY, 10371 RAINEY ROAD, LITCHFIELD, MICHIGAN, 49252, HILLSDALE COUNTY; 10371 Rainey Rd., Litchfield, MICHIGAN, 49252, HILLSDALE COUNTY; 11670 Anderson Rd., Litchfield, MICHIGAN, 49252, HILLSDALE 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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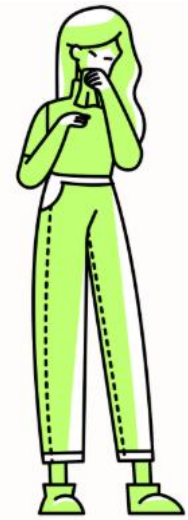
LEO - ESTA Information

Farmworker Legal Services

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-300-26009-548601**), 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 **38** 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 stick 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-300-26009-548601 ending on 11/14/2026 is applicable to workers employed by Elmiger Ornamentals, LLC at the following housing sites: 4522 Pleasant Lake Rd. Osseo MI 49266 HILLSDALE 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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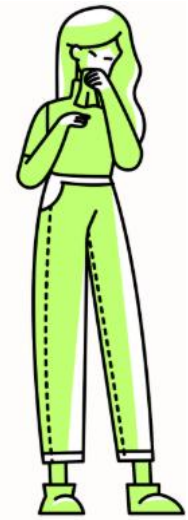
LEO - ESTA Information

Farmworker Legal Services

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 **6/5/2026** (which is the first day of **H-300-26112-820708**), then beginning **10/3/2026** 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 **35** hours per week since 6/5/2026 you likely would have earned  hours by 10/3/2026 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.**

## 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 stick 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-300-26112-820708 ending on 11/1/2026 is applicable to workers employed by Botello harvesting llc at the following housing sites: 34349 Big Traverse Rd Lake Linden MI 49945 HOUGHTON 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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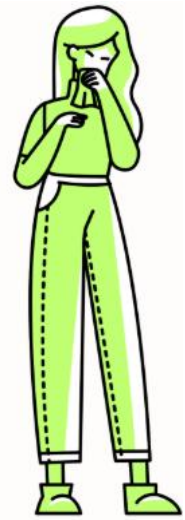
LEO - ESTA Information

Farmworker Legal Services

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 **4/3/2026** (which is the first day of **H-300-26033-613120**), 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.

## 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 4/3/2026 you likely would have earned  hours by 8/1/2026 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 stick 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-300-26033-613120 ending on 11/21/2026 is applicable to workers employed by Allied Farm Enterprises, LLC at the following housing sites: 398 Buffalo St Bad Axe MI 48413 HURON 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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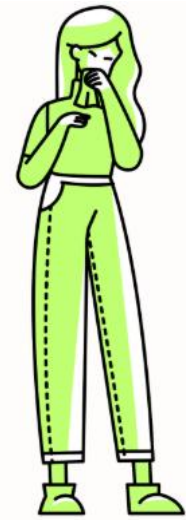
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25350-485635**), 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 **50** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25350-485635 ending on 12/20/2026 is applicable to workers employed by Grekowicz Farms Inc at the following housing sites: 7451 Huron City Road Port Austin MI 48467 HURON COUNTY, 5785 Section Line Rd, Harbor Beach , MICHIGAN, 48441, HURON COUNTY; 1453 North Minden Rd., Harbor Beach, MICHIGAN, 48441, HURON COUNTY; 7715 Hadley Rd.,, Cass City, MICHIGAN, 48726, HURON 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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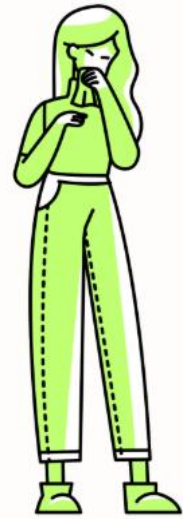
LEO - ESTA Information

Farmworker Legal Services

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 **3/15/2026** (which is the first day of **H-300-25364-515671**), then beginning **7/13/2026** 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 3/15/2026 you likely would have earned  hours by 7/13/2026 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 stick 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-300-25364-515671 ending on 12/14/2026 is applicable to workers employed by Natural Fertilizer LLC at the following housing sites: 3552 Pigeon Rd. Elkton MI 48731 HURON 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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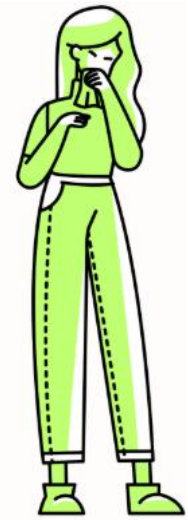
LEO - ESTA Information

Farmworker Legal Services

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 **5/1/2026** (which is the first day of **H-300-26046-642186**), 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 **60** hours per week since 5/1/2026 you likely would have earned  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 stick 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-300-26046-642186 ending on 2/28/2027 is applicable to workers employed by Highland Dairy LLC at the following housing sites: 7448 Canboro Rd. Owendale MI 48754 HURON 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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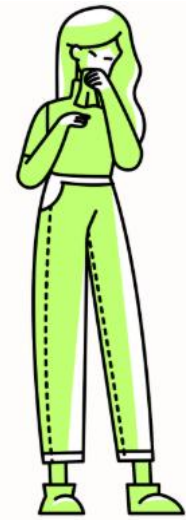
LEO - ESTA Information

Farmworker Legal Services

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-300-26030-605309**), 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 **45** 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 stick 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-300-26030-605309 ending on 12/15/2026 is applicable to workers employed by Highland Heifer LLC at the following housing sites: 7448 Canboro Rd Owendale MI 48754 HURON 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).

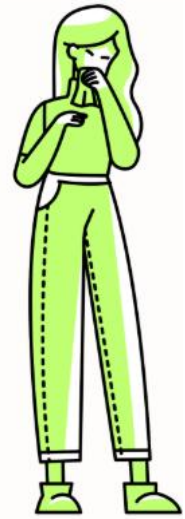
LEO - ESTA Information

Farmworker Legal Services

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-300-26057-666820**), 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 **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 stick 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-300-26057-666820 ending on 11/14/2026 is applicable to workers employed by Barkham Creek Farm, LLC at the following housing sites: 180 Haslett Rd Haslett MI 48840 INGHAM 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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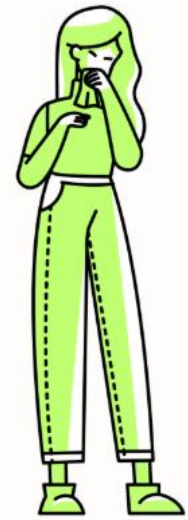
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25353-498348**), 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 **40** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25353-498348 ending on 11/15/2026 is applicable to workers employed by Gee Farms Nursery & Greenhouse, LLC. at the following housing sites: 5054 Williamston Rd.  Stockbridge MI 49285 INGHAM 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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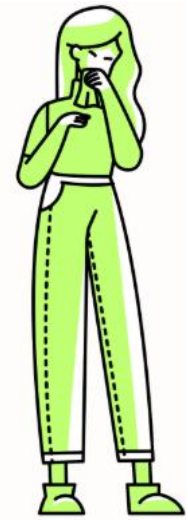
LEO - ESTA Information

Farmworker Legal Services

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 **3/2/2026** (which is the first day of **H-300-25362-512583**), 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 **36** 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?

**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 stick 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-300-25362-512583 ending on 11/14/2026 is applicable to workers employed by Manzana LLC at the following housing sites: 8778 Montcalm Ave Belding MI 48809 IONIA COUNTY, 4537 12 Mile Rd, Sparta, MICHIGAN, 49345, KENT COUNTY; 8100 Fruit ridge Rd, Sparta, MICHIGAN, 49345, KENT COUNTY; 1919 Coolidge, Conklin, MICHIGAN, 49403, KENT COUNTY; 5565 Dickinson, Fremont, MICHIGAN, 49412, KENT 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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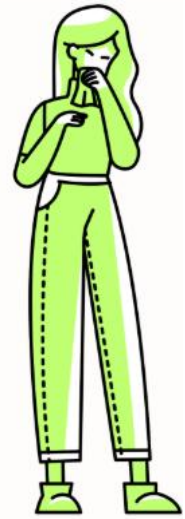
LEO - ESTA Information

Farmworker Legal Services

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 **3/2/2026** (which is the first day of **H-300-25362-512578**), 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 **36** 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?

**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 stick 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-300-25362-512578 ending on 11/14/2026 is applicable to workers employed by Manzana LLC at the following housing sites: 8778 Montcalm Ave Belding MI 48809 IONIA COUNTY, 4537 12 Mile Rd, Sparta, MICHIGAN, 49345, OTTAWA COUNTY; 8100 Fruit ridge Rd, Sparta, MICHIGAN, 49345, OTTAWA COUNTY; 5565 Dickinson, Fremont, MICHIGAN, 49412, OTTAWA COUNTY; 1919 Coolidge, Conklin, MICHIGAN, 49403, OTTAWA 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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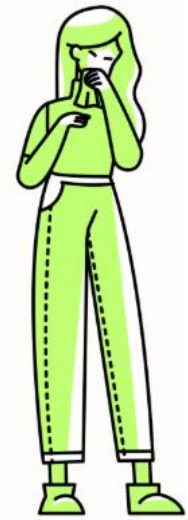
LEO - ESTA Information

Farmworker Legal Services

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 **5/1/2026** (which is the first day of **H-300-26047-643133**), 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  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 stick 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-300-26047-643133 ending on 11/15/2026 is applicable to workers employed by Krieger Farms Trucking LLC at the following housing sites: 3144 Deagan Alan Dr. Belding MI 48809 IONIA 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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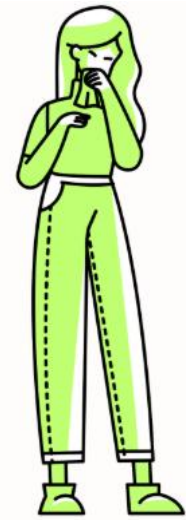
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26019-569388**), 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  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?

**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 stick 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-300-26019-569388 ending on 1/14/2027 is applicable to workers employed by Nickle Plate Dairy at the following housing sites: 4472 Westbrook Rd Ionia MI 48846 IONIA 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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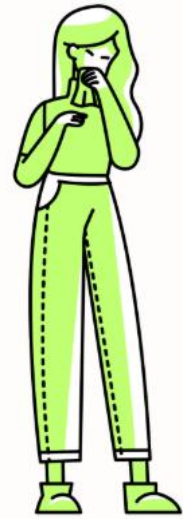
LEO - ESTA Information

Farmworker Legal Services

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 **5/6/2026** (which is the first day of **H-300-26082-722679**), then beginning **9/3/2026** 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 5/6/2026 you likely would have earned  hours by 9/3/2026 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.**

## 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 stick 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-300-26082-722679 ending on 12/31/2026 is applicable to workers employed by Rademacher Family Farm, LLC at the following housing sites: 4472 Westbrook Rd  Ionia MI 48846 IONIA 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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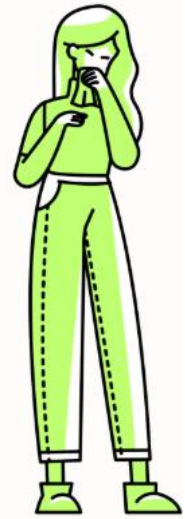
LEO - ESTA Information

Farmworker Legal Services

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-300-26043-637639**), 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 stick 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-300-26043-637639 ending on 11/30/2026 is applicable to workers employed by First Dairy Farms at the following housing sites: 4472 Westbrook Rd Ionia MI 48846 IONIA 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).

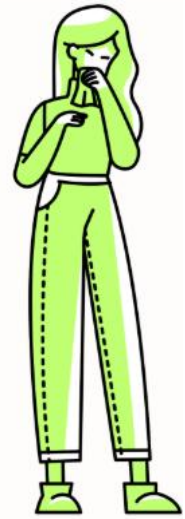
LEO - ESTA Information

Farmworker Legal Services

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-300-25365-519876**), 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 **63** 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 stick 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-300-25365-519876 ending on 12/18/2026 is applicable to workers employed by Rathmourne Dairy LLC at the following housing sites: 9237 Charles Rd Muir MI 48860 IONIA 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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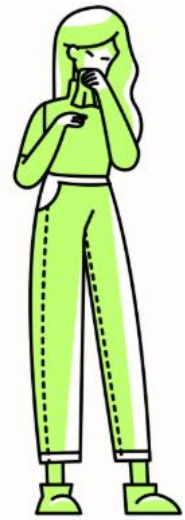
LEO - ESTA Information

Farmworker Legal Services

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 **4/5/2026** (which is the first day of **H-300-26035-619778**), then beginning **8/3/2026** 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 **48** hours per week since 4/5/2026 you likely would have earned  hours by 8/3/2026 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.**

## 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 stick 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-300-26035-619778 ending on 12/18/2026 is applicable to workers employed by Hogan Dairy Farms LLC at the following housing sites: 10137 Charles Rd Muir MI 48860 IONIA 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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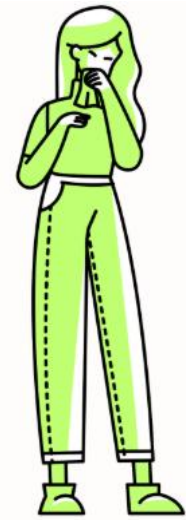
LEO - ESTA Information

Farmworker Legal Services

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 **4/16/2026** (which is the first day of **H-300-26041-630933**), then beginning **8/14/2026** 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 **63** hours per week since 4/16/2026 you likely would have earned  hours by 8/14/2026 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 stick 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-300-26041-630933 ending on 12/18/2026 is applicable to workers employed by Rathmourne Dairy LLC at the following housing sites: 9237 Charles Rd Muir MI 48860 IONIA 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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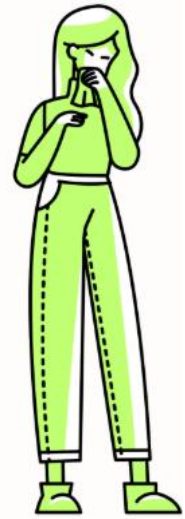
LEO - ESTA Information

Farmworker Legal Services

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 **5/26/2026** (which is the first day of **H-300-26100-780584**), then beginning **9/23/2026** 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 5/26/2026 you likely would have earned  hours by 9/23/2026 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 stick 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-300-26100-780584 ending on 11/30/2026 is applicable to workers employed by Double A Dairy  LLC at the following housing sites: 1800 Lillian Blvd Portland MI 48875 IONIA 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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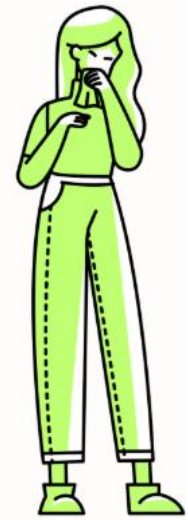
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25350-487852**), 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 **60** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25350-487852 ending on 12/31/2026 is applicable to workers employed by Cow Pleasant Dairy Farm, LLC at the following housing sites: 4870 N Johnson Rd Weidman MI 48893 ISABELLA COUNTY, 5388 North Winn Rd, Weidman, MICHIGAN, 48893, ISABELLA 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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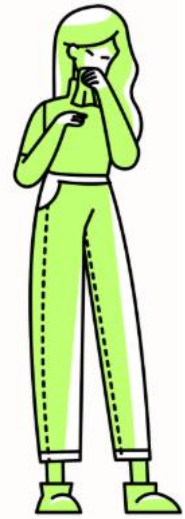
LEO - ESTA Information

Farmworker Legal Services

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 **7/20/2026** (which is the first day of **H-300-26141-939099**), then beginning **11/17/2026** 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 **50** hours per week since 7/20/2026 you likely would have earned  hours by 11/17/2026 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 stick 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-300-26141-939099 ending on 12/31/2026 is applicable to workers employed by Cow Pleasant Dairy Farm, LLC at the following housing sites: 4870 N Johnson Rd Weidman MI 48893 ISABELLA COUNTY, 5388 North Winn Road, Weidman, MICHIGAN, 48893, ISABELLA 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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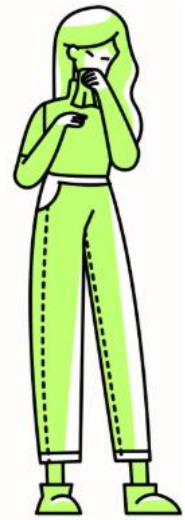
LEO - ESTA Information

Farmworker Legal Services

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 **2/2/2026** (which is the first day of **H-300-25323-421856**), then beginning **6/2/2026** 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 2/2/2026 you likely would have earned  hours by 6/2/2026 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 stick 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-300-25323-421856 ending on 6/5/2026 is applicable to workers employed by Dan & Jerry's Greenhouses, LLC at the following housing sites: 1546 Kickapoo Court #1546KA

Kalamazoo MI 49006 KALAMAZOO COUNTY, 1547 Kickapoo Court #1544K, Kalamazoo, MICHIGAN, 49006, KALAMAZOO 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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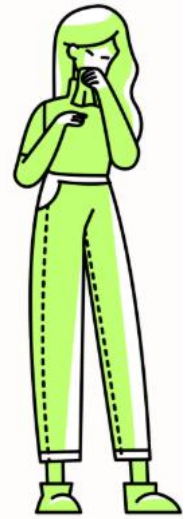
LEO - ESTA Information

Farmworker Legal Services

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 **1/1/2026** (which is the first day of **H-300-25307-362703**), then beginning **5/1/2026** 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 1/1/2026 you likely would have earned  hours by 5/1/2026 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 stick 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-300-25307-362703 ending on 10/31/2026 is applicable to workers employed by Bo-Mar Enterprises Inc. at the following housing sites: 7292 West Main St Kalamazoo MI 49009 KALAMAZOO 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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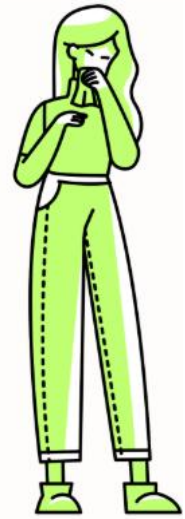
LEO - ESTA Information

Farmworker Legal Services

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 **1/5/2026** (which is the first day of **H-300-25309-378880**), then beginning **5/5/2026** 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.



## 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 1/5/2026 you likely would have earned  hours by 5/5/2026 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.**

## 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 stick 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-300-25309-378880 ending on 9/19/2026 is applicable to workers employed by Legacy Labor, Inc. at the following housing sites: 513 Schuring Rd Portage MI 49024 KALAMAZOO COUNTY, 3324 N. Westnedge Ave, Kalamazoo, MICHIGAN, 49004, KALAMAZOO COUNTY; 4038 N. Westnedge Ave, Kalamazoo, MICHIGAN, 49004, KALAMAZOO COUNTY; 3418 N. Westnedge Ave, Kalamazoo, MICHIGAN, 49004, KALAMAZOO 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).

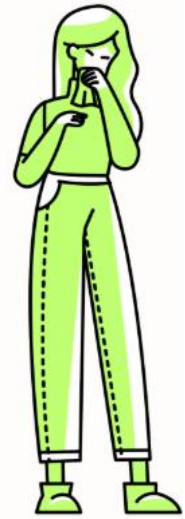
LEO - ESTA Information

Farmworker Legal Services

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 **1/5/2026** (which is the first day of **H-300-25308-371954**), then beginning **5/5/2026** 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.



## 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 1/5/2026 you likely would have earned  hours by 5/5/2026 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.**

## 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 stick 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-300-25308-371954 ending on 6/27/2026 is applicable to workers employed by Legacy Labor, Inc. at the following housing sites: 513 Schuring Rd Portage MI 49024 KALAMAZOO COUNTY, 2722 N Westnedge Ave, Kalamazoo, MICHIGAN, 49004, KALAMAZOO COUNTY; 3324 N. Westnedge Ave, Kalamazoo, MICHIGAN, 49004, KALAMAZOO COUNTY; 1653 S 11th ST, Kalamazoo, MICHIGAN, 49009, KALAMAZOO COUNTY; 3418 N. Westnedge Ave., Kalamazoo, MICHIGAN, 49004, KALAMAZOO COUNTY; 4038 N. Westnedge Ave, Kalamazoo, MICHIGAN, 49004, KALAMAZOO COUNTY; 5864 East L Ave, Kalamazoo, MICHIGAN, 49048, KALAMAZOO 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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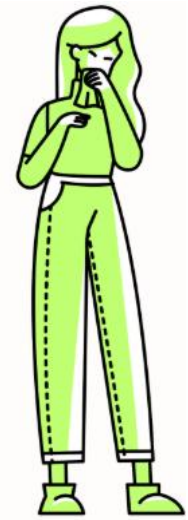
# Feeling sick? You may be eligible for paid time off!



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 **1/12/2026** (which is the first day of **H-300-25311-387844**), then beginning **5/12/2026** 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 **39** hours per week since 1/12/2026 you likely would have earned  hours by 5/12/2026 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.**

## 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 stick 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-300-25311-387844 ending on 10/31/2026 is applicable to workers employed by Jackson Citrus, Inc. at the following housing sites: 2349 N. 30th Street

Kalamazoo MI 49048 KALAMAZOO COUNTY, 5274 Market Street, Kalamazoo, MICHIGAN, 49098, KALAMAZOO COUNTY; 5163 Market Street , Kalamazoo, MICHIGAN, 49048, KALAMAZOO COUNTY; 5291 Market Street, Kalamazoo, MICHIGAN, 49048, KALAMAZOO 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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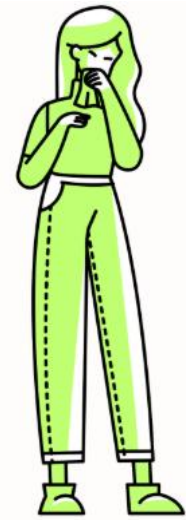
# Feeling sick? You may be eligible for paid time off!



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 **1/12/2026** (which is the first day of **H-300-25311-387845**), then beginning **5/12/2026** 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 **39** hours per week since 1/12/2026 you likely would have earned  hours by 5/12/2026 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.**

## 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 stick 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-300-25311-387845 ending on 10/31/2026 is applicable to workers employed by Jackson Citrus, Inc. at the following housing sites: 2349 N. 30th Street

Kalamazoo MI 49048 KALAMAZOO COUNTY, 5291 Market Street, Kalamazoo, MICHIGAN, 49048, KALAMAZOO COUNTY; 5163 Market Street, Kalamazoo, MICHIGAN, 49048, KALAMAZOO COUNTY; 5274 Market Street, Kalamazoo, MICHIGAN, 49098, KALAMAZOO 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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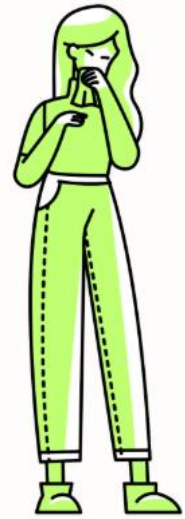
# Feeling sick? You may be eligible for paid time off!

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 **2/1/2026** (which is the first day of **H-300-25325-428366**), then beginning **6/1/2026** 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 **36** hours per week since 2/1/2026 you likely would have earned  hours by 6/1/2026 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 stick 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-300-25325-428366 ending on 10/25/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - Klooster at the following housing sites: 6381 E. L. Ave. Kalamazoo MI 49048 KALAMAZOO COUNTY, 1173 River Street, Kalamazoo, MICHIGAN, 49048, KALAMAZOO 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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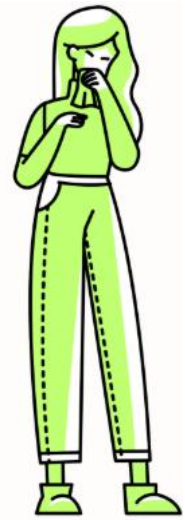
# Feeling sick? You may be eligible for paid time off!



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 **2/1/2026** (which is the first day of **H-300-25325-428277**), then beginning **6/1/2026** 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 **39** hours per week since 2/1/2026 you likely would have earned  hours by 6/1/2026 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 stick 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-300-25325-428277 ending on 10/25/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - Klooster at the following housing sites: 6381 E. L. Ave. Kalamazoo MI 49048 KALAMAZOO COUNTY, 1173 River Street, Kalamazoo, MICHIGAN, 49048, KALAMAZOO 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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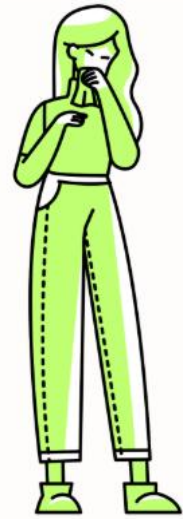
# Feeling sick? You may be eligible for paid time off!

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 **3/7/2026** (which is the first day of **H-300-26006-537266**), then beginning **7/5/2026** 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.



## 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 3/7/2026 you likely would have earned  hours by 7/5/2026 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.**

## 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 stick 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-300-26006-537266 ending on 10/31/2026 is applicable to workers employed by Legacy Labor, Inc. at the following housing sites: 5864 East L Ave Kalamazoo MI 49048 KALAMAZOO 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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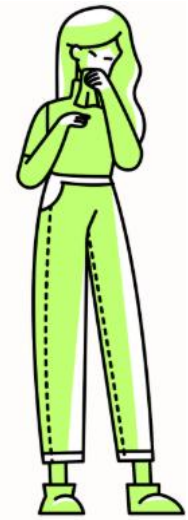
LEO - ESTA Information

Farmworker Legal Services

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 **6/15/2026** (which is the first day of **H-300-26104-791799**), then beginning **10/13/2026** 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 **36** hours per week since 6/15/2026 you likely would have earned  hours by 10/13/2026 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 stick 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-300-26104-791799 ending on 10/30/2026 is applicable to workers employed by Jackson Citrus, Inc. at the following housing sites: 5163 Market Street Kalamazoo MI 49048 KALAMAZOO COUNTY, 5274 Market Street, Kalamazoo, MICHIGAN, 49098, KALAMAZOO COUNTY; 5291 Market Street, Kalamazoo, MICHIGAN, 49098, KALAMAZOO 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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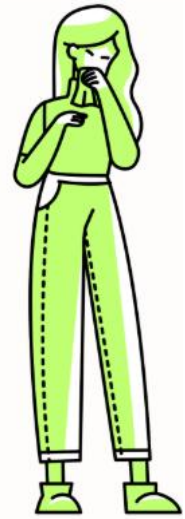
# Feeling sick? You may be eligible for paid time off!

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 **1/19/2026** (which is the first day of **H-300-25316-401631**), then beginning **5/19/2026** 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 1/19/2026 you likely would have earned  hours by 5/19/2026 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 stick 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-300-25316-401631 ending on 5/30/2026 is applicable to workers employed by Legacy Labor, Inc. at the following housing sites: 528 Leenhouts St. Kalamazoo MI 49048 KALAMAZOO 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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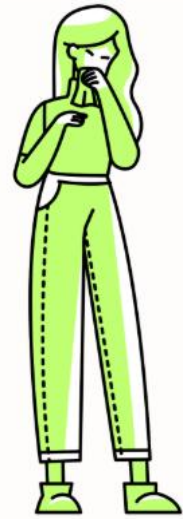
LEO - ESTA Information

Farmworker Legal Services

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 **4/5/2026** (which is the first day of **H-300-26035-620231**), then beginning **8/3/2026** 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 4/5/2026 you likely would have earned  hours by 8/3/2026 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.**

## 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 stick 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-300-26035-620231 ending on 12/15/2026 is applicable to workers employed by Walter J. Stafford at the following housing sites: 10330 E C Avenue Richland MI 49083 KALAMAZOO 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.

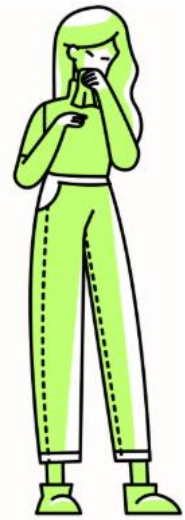
The content of this flyer is based on minimum requirements set forth in Michigan's Earned Sick Time Act (ESTA) and is for informational purposes only. It does not constitute legal advice. Contact an attorney for legal advice specific to your situation or scan QR code to get more information from the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

LEO - ESTA Information

Farmworker Legal Services

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 **2/1/2026** (which is the first day of **H-300-25322-416504**), then beginning **6/1/2026** 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 **48** hours per week since 2/1/2026 you likely would have earned  hours by 6/1/2026 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 stick 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-300-25322-416504 ending on 12/1/2026 is applicable to workers employed by Rka Farms LLC at the following housing sites: 14766 S Portage Rd Vicksburg MI 49097 KALAMAZOO 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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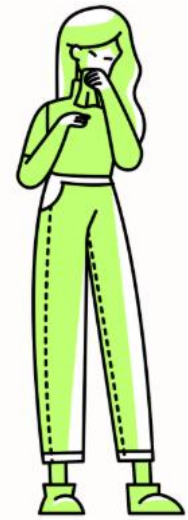
LEO - ESTA Information

Farmworker Legal Services

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 **2/15/2026** (which is the first day of **H-300-25336-450872**), then beginning **6/15/2026** 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 **60** hours per week since 2/15/2026 you likely would have earned  hours by 6/15/2026 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?

**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 stick 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-300-25336-450872 ending on 12/14/2026 is applicable to workers employed by Prairie View Dairy South, LLC at the following housing sites: 5240 East S Ave Vicksburg MI 49097 KALAMAZOO 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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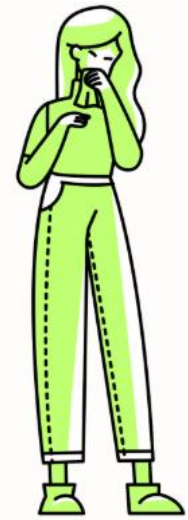
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25350-486834**), 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 **60** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25350-486834 ending on 12/5/2026 is applicable to workers employed by B & T Payroll, LLC at the following housing sites: 13185 E W Ave Vicksburg MI 49097 KALAMAZOO COUNTY, 14388 S 40th St, Vicksburg, MICHIGAN, 49097, KALAMAZOO 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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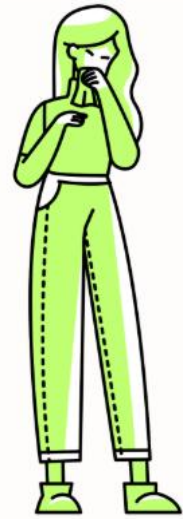
LEO - ESTA Information

Farmworker Legal Services

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 **3/15/2026** (which is the first day of **H-300-26008-545108**), then beginning **7/13/2026** 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 3/15/2026 you likely would have earned  hours by 7/13/2026 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 stick 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-300-26008-545108 ending on 11/30/2026 is applicable to workers employed by Lucas Nursery at the following housing sites: 2315 S Boardman Rd Boardman MI 49680 KALKASKA 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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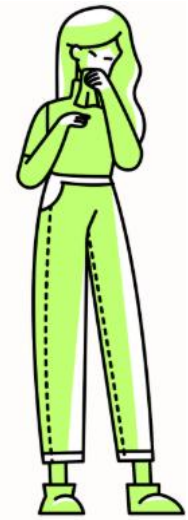
LEO - ESTA Information

Farmworker Legal Services

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 **2/22/2026** (which is the first day of **H-300-25343-468263**), then beginning **6/22/2026** 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 2/22/2026 you likely would have earned  hours by 6/22/2026 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 stick 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-300-25343-468263 ending on 11/30/2026 is applicable to workers employed by PG Orchards LLC at the following housing sites: 9834 Kenowa Ave Sparta MI 43345 KENT COUNTY, 3286 8 Mile Rd, Grand Rapids, MICHIGAN, 49544, KENT COUNTY; 2835 14 Mile Rd NW, Sparta, MICHIGAN, 49345, KENT 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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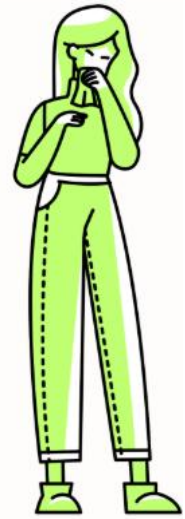
# Feeling sick? You may be eligible for paid time off!

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 **3/8/2026** (which is the first day of **H-300-25357-505933**), then beginning **7/6/2026** 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 3/8/2026 you likely would have earned  hours by 7/6/2026 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 stick 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-300-25357-505933 ending on 11/30/2026 is applicable to workers employed by PG Orchards LLC at the following housing sites: 9834 Kenowa Ave Sparta MI 43345 KENT COUNTY, 2835 14 Mile Rd NW, Sparta, MICHIGAN, 49345, KENT COUNTY; 3286 8 Mile Rd, Grand Rapids, MICHIGAN, 49544, KENT 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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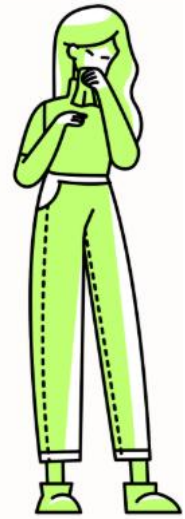
# Feeling sick? You may be eligible for paid time off!

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 **6/1/2026** (which is the first day of **H-300-26092-752670**), then beginning **9/29/2026** 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 6/1/2026 you likely would have earned  hours by 9/29/2026 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 stick 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-300-26092-752670 ending on 11/15/2026 is applicable to workers employed by Tom Rasch & Son Orchards LLC at the following housing sites: 13993 10 Mile Rd. NE  Greenville MI 48838 KENT 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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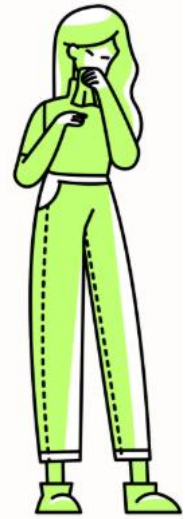
LEO - ESTA Information

Farmworker Legal Services

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 **7/1/2026** (which is the first day of **H-300-26107-806518**), 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 **36** 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 stick 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-300-26107-806518 ending on 11/30/2026 is applicable to workers employed by Del Norte Harvesting, LLC at the following housing sites: 9707 Burlingame Ave. SW Byron Center MI 49315 KENT 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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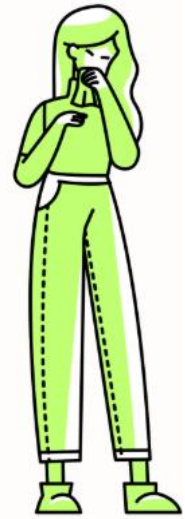
LEO - ESTA Information

Farmworker Legal Services

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 **7/1/2026** (which is the first day of **H-300-26107-806519**), 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 **36** 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 stick 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-300-26107-806519 ending on 11/30/2026 is applicable to workers employed by Del Norte Harvesting, LLC at the following housing sites: 9707 Burlingame Ave. SW Byron Center MI 49315 KENT 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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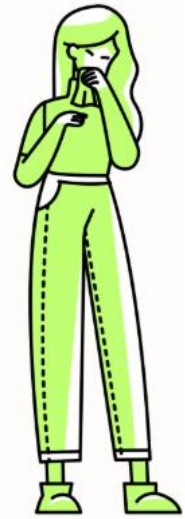
LEO - ESTA Information

Farmworker Legal Services

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 **7/1/2026** (which is the first day of **H-300-26107-806512**), 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 **36** 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 stick 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-300-26107-806512 ending on 11/30/2026 is applicable to workers employed by Del Norte Harvesting, LLC at the following housing sites: 9707 Burlingame Ave. SW Byron Center MI 49315 KENT 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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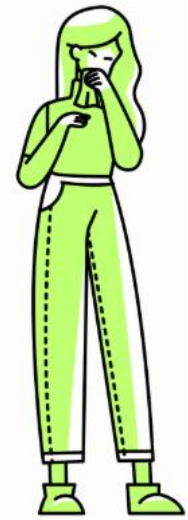
LEO - ESTA Information

Farmworker Legal Services

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 **1/19/2026** (which is the first day of **H-300-25311-387761**), then beginning **5/19/2026** 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 1/19/2026 you likely would have earned  hours by 5/19/2026 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 stick 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-300-25311-387761 ending on 11/13/2026 is applicable to workers employed by All Crop Farms LLC at the following housing sites: 2511 7 Mile Rd Comstock Park MI 49321 KENT COUNTY, 7292 Stage Ave, Conklin, MICHIGAN, 49403, MUSKEGON COUNTY; 18070 Apple Ave, Casnovia, MICHIGAN, 49318, MUSKEGON 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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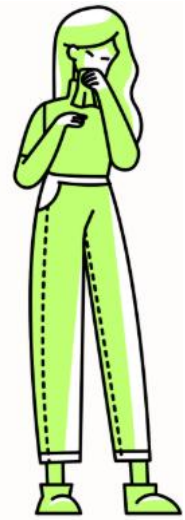
# Feeling sick? You may be eligible for paid time off!



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 **3/9/2026** (which is the first day of **H-300-26007-541406**), then beginning **7/7/2026** 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 **37** hours per week since 3/9/2026 you likely would have earned  hours by 7/7/2026 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 stick 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-300-26007-541406 ending on 11/13/2026 is applicable to workers employed by Thome Orchards LLC at the following housing sites: 2137 7 Mile Road Comstock Park MI 49321 KENT 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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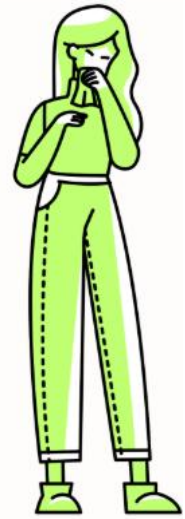
LEO - ESTA Information

Farmworker Legal Services

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 **2/23/2026** (which is the first day of **H-300-25356-501458**), then beginning **6/23/2026** 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 **35** hours per week since 2/23/2026 you likely would have earned  hours by 6/23/2026 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 stick 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-300-25356-501458 ending on 12/15/2026 is applicable to workers employed by New Leaf Orchards, LLC at the following housing sites: 4375 20 Mile Rd. Kent City MI 49330 KENT 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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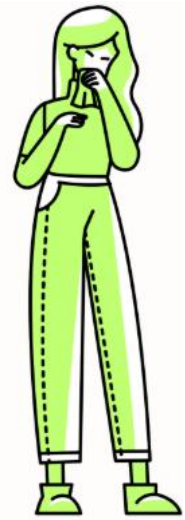
LEO - ESTA Information

Farmworker Legal Services

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 **2/2/2026** (which is the first day of **H-300-25330-438978**), then beginning **6/2/2026** 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 2/2/2026 you likely would have earned  hours by 6/2/2026 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 stick 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-300-25330-438978 ending on 7/31/2026 is applicable to workers employed by Twin Bee Orchards, LLC at the following housing sites: 12280 5 Mile Rd NE,  Lowell MI 49331 KENT 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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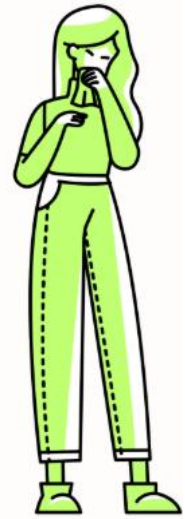
LEO - ESTA Information

Farmworker Legal Services

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 **6/2/2026** (which is the first day of **H-300-26093-754799**), then beginning **9/30/2026** 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 **36** hours per week since 6/2/2026 you likely would have earned  hours by 9/30/2026 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?

**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 stick 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-300-26093-754799 ending on 11/1/2026 is applicable to workers employed by D & J and Sons Harvesting, Inc. at the following housing sites: 12280 5 Mile Road Lowell MI 49331 KENT COUNTY, 1643 E Bricker Rd, Fenwick, MICHIGAN, 48834, IONIA COUNTY; 7880 Ashley Rd NE, Belding, MICHIGAN, 48809, IONIA COUNTY; 13497 Heffron Rd NE, Belding, MICHIGAN, 48809, IONIA COUNTY; 6245 S 36th Ave., New Era, MICHIGAN, 49446, IONIA COUNTY; 13044 Strotheide Rd. NE, Belding, MICHIGAN, 48809, IONIA COUNTY; 11005 4 Mile Rd., Belding, MICHIGAN, 48809, IONIA COUNTY; 7840 Wilson St., Nunica, MICHIGAN, 49448, IONIA COUNTY; 21837 Kenowa Ave, Conklin, MICHIGAN, 49403, IONIA COUNTY; 12501 Montcalm Ave NE, Greenville, MICHIGAN, 48838, IONIA COUNTY.

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

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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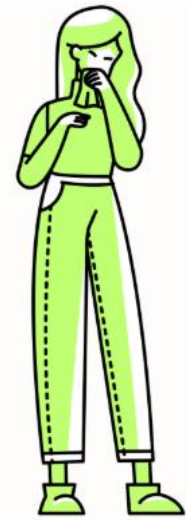
# Feeling sick? You may be eligible for paid time off!



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 **2/16/2026** (which is the first day of **H-300-25350-487488**), then beginning **6/16/2026** 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.

## 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 2/16/2026 you likely would have earned  hours by 6/16/2026 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 stick 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-300-25350-487488 ending on 11/22/2026 is applicable to workers employed by Joe Rasch Orchards, Inc at the following housing sites: 9140 KENOWA AVE SPARTA MI 49345 KENT 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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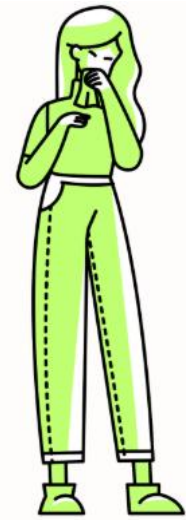
LEO - ESTA Information

Farmworker Legal Services

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 **2/16/2026** (which is the first day of **H-300-25351-491135**), then beginning **6/16/2026** 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.



## 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 2/16/2026 you likely would have earned  hours by 6/16/2026 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 stick 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-300-25351-491135 ending on 11/22/2026 is applicable to workers employed by Joe Rasch Orchards, Inc at the following housing sites: 9140 KENOWA AVE SPARTA MI 49345 KENT 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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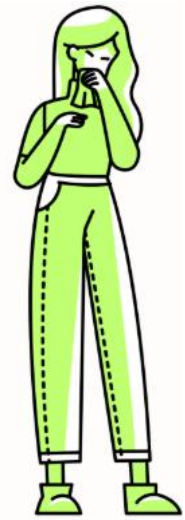
LEO - ESTA Information

Farmworker Legal Services

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 **5/4/2026** (which is the first day of **H-300-26064-683279**), then beginning **9/1/2026** 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 5/4/2026 you likely would have earned  hours by 9/1/2026 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 stick 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-300-26064-683279 ending on 11/6/2026 is applicable to workers employed by Green Tree Orchards, LLC at the following housing sites: 4375 10 Mile Road NW Sparta MI 49345 KENT COUNTY, 5745 Stage Avenue NW, Grand Rapids, MICHIGAN, 49544, KENT COUNTY; 10987 Peach Ridge Avenue NW, Sparta, MICHIGAN, 49345, KENT 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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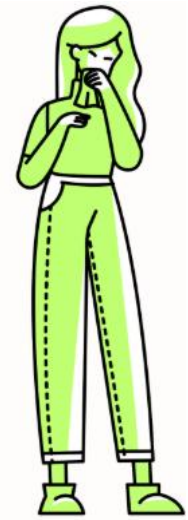
LEO - ESTA Information

Farmworker Legal Services

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-300-26085-730763**), 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 stick 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-300-26085-730763 ending on 8/15/2026 is applicable to workers employed by First Ridge Fruit Co., LLC at the following housing sites: 1700 10 Mile Rd NW, Unit B Sparta MI 49345 KENT 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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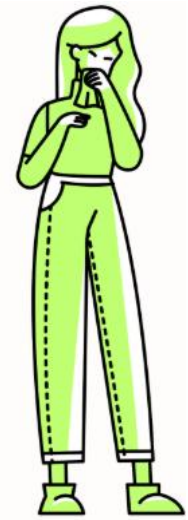
LEO - ESTA Information

Farmworker Legal Services

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 **3/2/2026** (which is the first day of **H-300-26002-527578**), 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 **40** 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?

**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 stick 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-300-26002-527578 ending on 11/15/2026 is applicable to workers employed by Windy Ridge Orchards, LLC at the following housing sites: 4750 Hayes Ave Conklin MI 49403 KENT 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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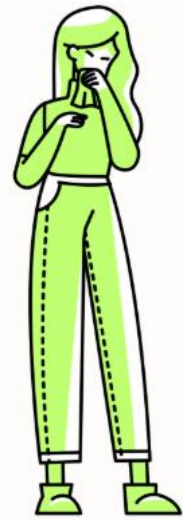
LEO - ESTA Information

Farmworker Legal Services

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-300-26030-605401**), 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 **42** 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 stick 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-300-26030-605401 ending on 12/15/2026 is applicable to workers employed by Kennicott Kuts LLC at the following housing sites: 59590 Tamarack Waterworks Rd Calumet MI 49913 KEWEENAW 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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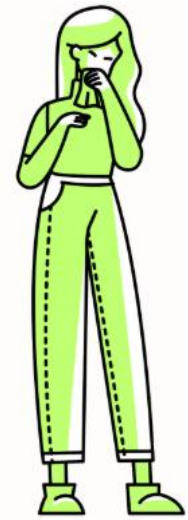
LEO - ESTA Information

Farmworker Legal Services

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 **3/2/2026** (which is the first day of **H-300-25352-495269**), 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 **40** 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?

**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 stick 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-300-25352-495269 ending on 12/11/2026 is applicable to workers employed by Blake's Orchard, Inc. at the following housing sites: 5799 Van Dyke  Almont MI 48003 LAPEER COUNTY, 17733 34 Mile Road, Armada, MICHIGAN, 48005, MACOMB COUNTY; 61475 Silver Lake Road, South Lyon, MICHIGAN, 48178, MACOMB 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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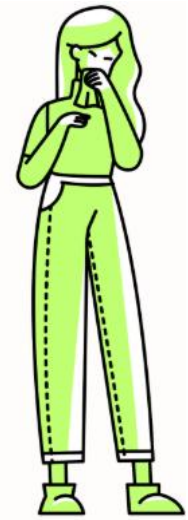
# Feeling sick? You may be eligible for paid time off!



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 **4/1/2026** (which is the first day of **H-300-26016-565581**), 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 **45** hours per week since 4/1/2026 you likely would have earned  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?

**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 stick 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-300-26016-565581 ending on 11/30/2026 is applicable to workers employed by Midwest Tree Farms LLC at the following housing sites: 5185 Curtis Rd.  Attica MI 48412 LAPEER 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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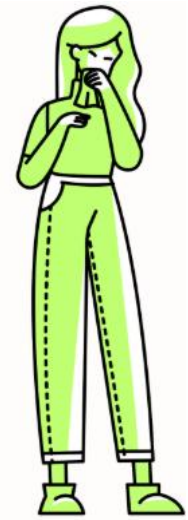
LEO - ESTA Information

Farmworker Legal Services

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 **3/23/2026** (which is the first day of **H-300-26015-562251**), then beginning **7/21/2026** 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 3/23/2026 you likely would have earned  hours by 7/21/2026 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 stick 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-300-26015-562251 ending on 1/22/2027 is applicable to workers employed by Valley Farms, LLC at the following housing sites: 822 N Van Dyke Rd. Imlay City  MI 48444 LAPEER COUNTY, 1060 N. Van Dyke Rd., Imlay City, MICHIGAN, 48444, LAPEER COUNTY; 804 N Van Dyke Rd, Imlay City, MICHIGAN, 48444, LAPEER COUNTY; 16280 Speaker Rd., Lynn, MICHIGAN, 48097, LAPEER COUNTY; 7839 Shaw Rd, Imlay, MICHIGAN, 48444, LAPEER 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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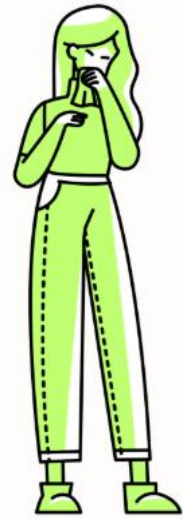
LEO - ESTA Information

Farmworker Legal Services

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 **2/1/2026** (which is the first day of **H-300-25324-424971**), then beginning **6/1/2026** 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 2/1/2026 you likely would have earned  hours by 6/1/2026 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 stick 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-300-25324-424971 ending on 11/30/2026 is applicable to workers employed by FineLine Landscape Construction and Maintenance Corp. at the following housing sites: 152 N. Cedar Street, Unit #1 Imlay City MI 48444 LAPEER COUNTY, 152 N. Cedar Street, Unit #2, Imlay City, MICHIGAN, 48444, LAPEER COUNTY; 152 N. Cedar Street #3, Imlay City, MICHIGAN, 48444, LAPEER COUNTY; 152 N. Cedar Street, Unit 4, Imlay City, MICHIGAN, 48444, LAPEER 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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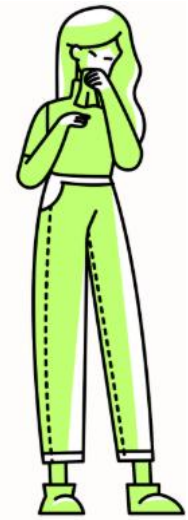
# Feeling sick? You may be eligible for paid time off!



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 **4/27/2026** (which is the first day of **H-300-26048-646168**), 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 **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 stick 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-300-26048-646168 ending on 1/22/2027 is applicable to workers employed by Valley Farms, LLC at the following housing sites: 822 N Van Dyke Rd. Imlay City  MI 48444 LAPEER COUNTY, 804 N Van Dyke Rd, Imlay City, MICHIGAN, 48444, LAPEER COUNTY; 1060 N. Van Dyke Rd., Imlay City, MICHIGAN, 48444, LAPEER COUNTY; 7839 Shaw Rd, Imlay, MICHIGAN, 48444, LAPEER COUNTY; 16280 Speaker Rd., Lynn, MICHIGAN, 48097, LAPEER 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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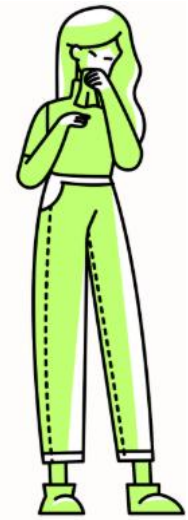
LEO - ESTA Information

Farmworker Legal Services

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-300-26022-582160**), 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 **35** 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 stick 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-300-26022-582160 ending on 11/20/2026 is applicable to workers employed by Van Dyk Farms at the following housing sites: 7320 Shaw Rd. Imlay City MI 48444 LAPEER COUNTY, 635 Pennell Rd., Imlay City, MICHIGAN, 48444, LAPEER COUNTY; 1295 Pennell Rd., Imlay City, MICHIGAN, 48444, LAPEER COUNTY; 7005 Muck Rd, Imlay City, MICHIGAN, 48444, LAPEER COUNTY; 7141 Muck Rd., Imlay City, MICHIGAN, 48444, LAPEER COUNTY; 7205 Bowers Rd, Imlay City, MICHIGAN, 48444, LAPEER 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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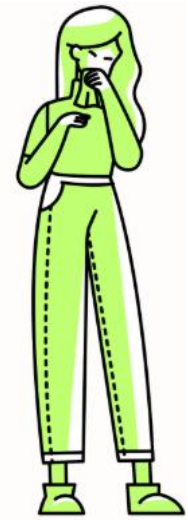
# Feeling sick? You may be eligible for paid time off!

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 **4/27/2026** (which is the first day of **H-300-26050-650900**), 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 **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 stick 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-300-26050-650900 ending on 11/30/2026 is applicable to workers employed by Tim Campbell Farm, LLC at the following housing sites: 2031 N Blacks Corners Rd. Imlay City MI 48444 LAPEER COUNTY, 7925 Shaw Rd. , Imlay City, MICHIGAN, 48444, LAPEER COUNTY; 7400 Lyons Road, Imlay City, MICHIGAN, 48444, LAPEER 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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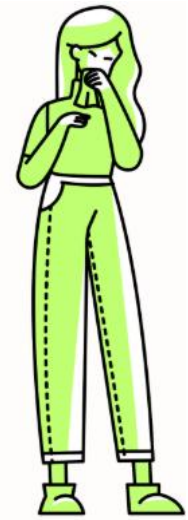
# Feeling sick? You may be eligible for paid time off!



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 **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 stick 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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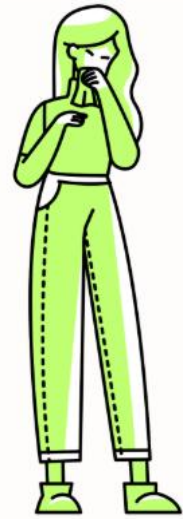
LEO - ESTA Information

Farmworker Legal Services

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-300-26028-596989**), 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.



## 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 4/13/2026 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?

**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 stick 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-300-26028-596989 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.

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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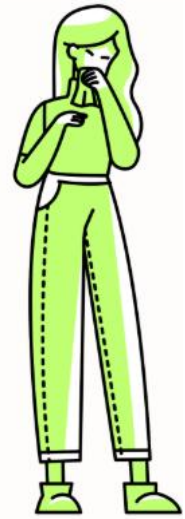
LEO - ESTA Information

Farmworker Legal Services

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 **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.



## 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 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.**

## 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 stick 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-300-25342-463582 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, .

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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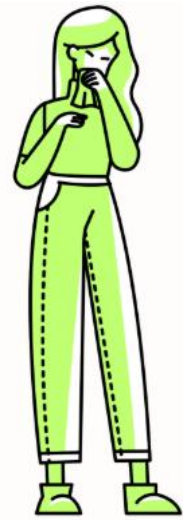
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (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.

## 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 3/1/2026 you likely would have earned  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.**

## 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 stick 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.

LEO - ESTA Information

Farmworker Legal Services

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.

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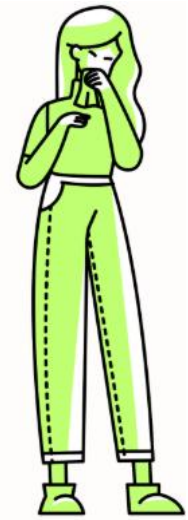
# Feeling sick? You may be eligible for paid time off!

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?

**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 stick 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, .

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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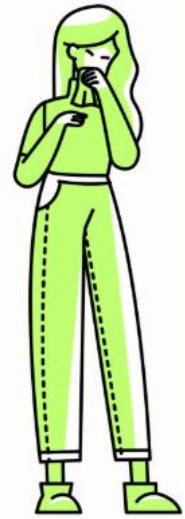
LEO - ESTA Information

Farmworker Legal Services

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 **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.

## 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 stick 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-300-25363-514086 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, .

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).

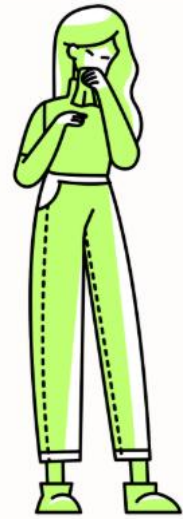
LEO - ESTA Information

Farmworker Legal Services

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 **3/14/2026** (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.**

## 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 stick 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-300-26010-550150 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, .

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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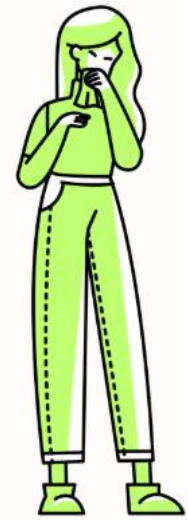
LEO - ESTA Information

Farmworker Legal Services

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-300-26040-627104**), 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 **40** 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?

**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 stick 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-300-26040-627104 ending on 11/7/2026 is applicable to workers employed by Blustone Partners, LLC at the following housing sites: 730 Sylt Rd. Lake  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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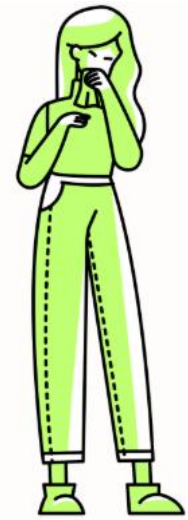
LEO - ESTA Information

Farmworker Legal Services

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-300-26040-629207**), 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 **40** 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?

**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 stick 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-300-26040-629207 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, .

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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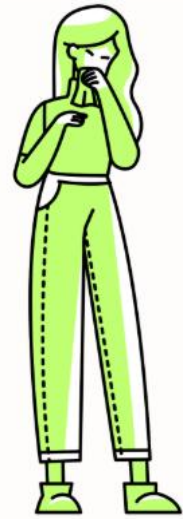
LEO - ESTA Information

Farmworker Legal Services

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-300-26043-637519**), 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 **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 stick 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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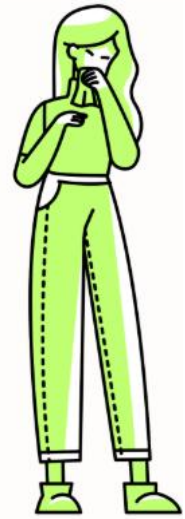
LEO - ESTA Information

Farmworker Legal Services

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 stick 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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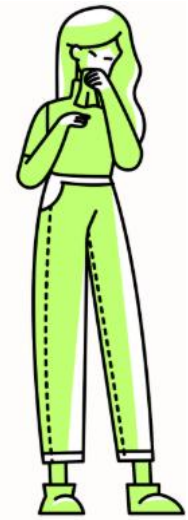
# Feeling sick? You may be eligible for paid time off!

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 **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 stick 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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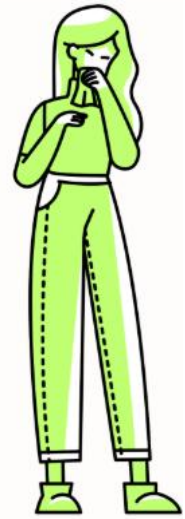
LEO - ESTA Information

Farmworker Legal Services

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 stick 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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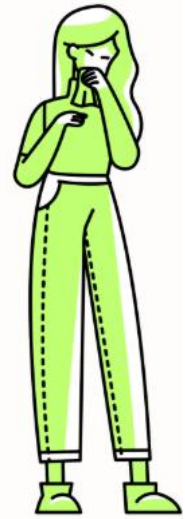
# Feeling sick? You may be eligible for paid time off!

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 **3/16/2026** (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 stick 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.

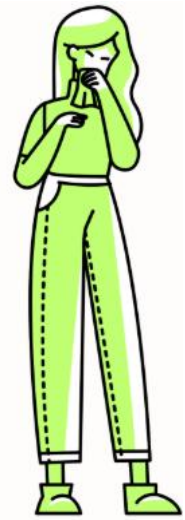
The content of this flyer is based on minimum requirements set forth in Michigan's Earned Sick Time Act (ESTA) and is for informational purposes only. It does not constitute legal advice. Contact an attorney for legal advice specific to your situation or scan QR code to get more information from the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

LEO - ESTA Information

Farmworker Legal Services

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 stick 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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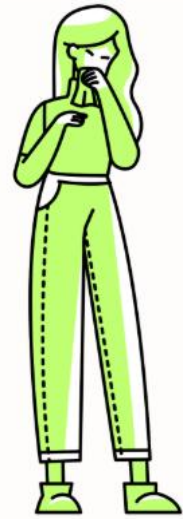
LEO - ESTA Information

Farmworker Legal Services

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 stick 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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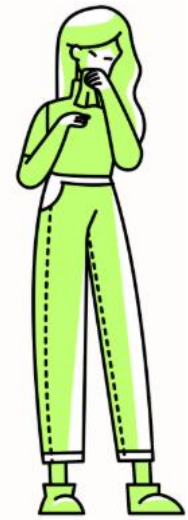
LEO - ESTA Information

Farmworker Legal Services

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 stick 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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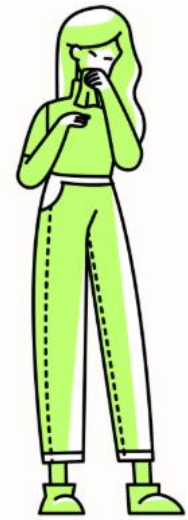
LEO - ESTA Information

Farmworker Legal Services

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 **2/16/2026** (which is the first day of **H-300-25337-454075**), then beginning **6/16/2026** 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.

## 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 2/16/2026 you likely would have earned  hours by 6/16/2026 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 stick 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-300-25337-454075 ending on 11/28/2026 is applicable to workers employed by New Flevo Dairy, Inc at the following housing sites: 1897 W. Maumee St. C-3 Adrian MI 49221 LENAWEE 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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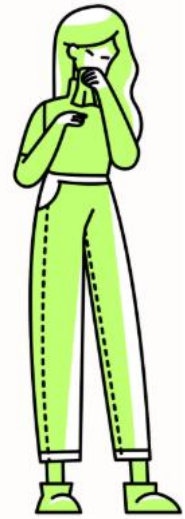
LEO - ESTA Information

Farmworker Legal Services

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 **4/6/2026** (which is the first day of **H-300-26036-621065**), 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 **40** hours per week since 4/6/2026 you likely would have earned  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 stick 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-300-26036-621065 ending on 12/1/2026 is applicable to workers employed by Stahl Harvest Company at the following housing sites: 1837 N Piotter Rd. Deerfield MI 49228 LENAWEE 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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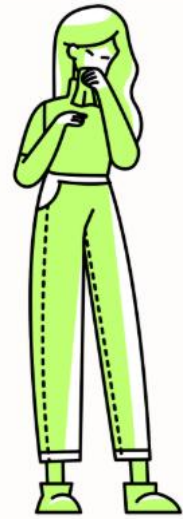
LEO - ESTA Information

Farmworker Legal Services

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 **6/15/2026** (which is the first day of **H-300-26106-802572**), then beginning **10/13/2026** 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 6/15/2026 you likely would have earned  hours by 10/13/2026 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 stick 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-300-26106-802572 ending on 12/1/2026 is applicable to workers employed by Stahl Harvest Company at the following housing sites: 1837 N Piotter Rd. Deerfield MI 49228 LENAWEE COUNTY, 11940 Forche Rd, Blissfield, MICHIGAN, 49228, LENAWEE 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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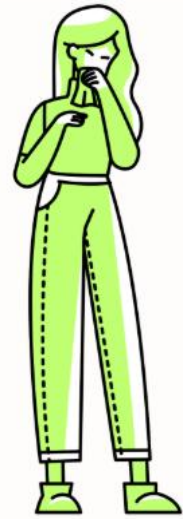
LEO - ESTA Information

Farmworker Legal Services

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 **2/16/2026** (which is the first day of **H-300-25350-484774**), then beginning **6/16/2026** 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.



## 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 2/16/2026 you likely would have earned  hours by 6/16/2026 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 stick 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-300-25350-484774 ending on 12/7/2026 is applicable to workers employed by Mark Prielipp Greenhouse & Mohr, LLC at the following housing sites: 8400 Centennial Rd.  Britton MI 49229 LENAWEE 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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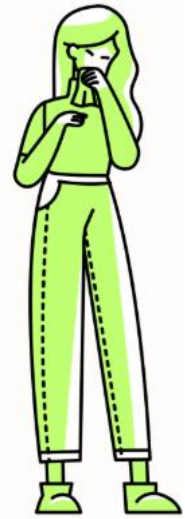
LEO - ESTA Information

Farmworker Legal Services

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 **4/20/2026** (which is the first day of **H-300-26050-650697**), then beginning **8/18/2026** 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 **45** hours per week since 4/20/2026 you likely would have earned  hours by 8/18/2026 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 stick 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-300-26050-650697 ending on 11/14/2026 is applicable to workers employed by Kapnick Farm Market, Inc. at the following housing sites: 4235 Rogers Hwy Britton MI 49229 LENAWEE 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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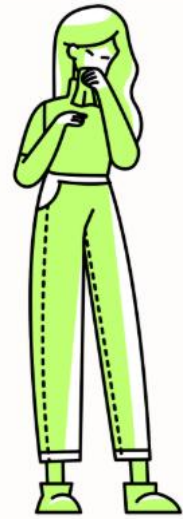
LEO - ESTA Information

Farmworker Legal Services

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 **2/1/2026** (which is the first day of **H-300-25337-453016**), then beginning **6/1/2026** 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 **45** hours per week since 2/1/2026 you likely would have earned  hours by 6/1/2026 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 stick 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-300-25337-453016 ending on 11/1/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - Applewood at the following housing sites: 5537 Robinson Rd. Deerfield MI 49238 LENAWEE 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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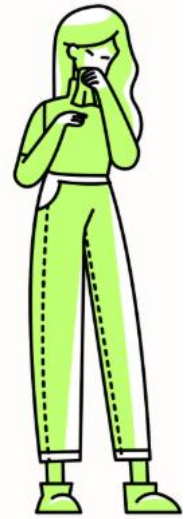
LEO - ESTA Information

Farmworker Legal Services

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 **2/1/2026** (which is the first day of **H-300-25337-453006**), then beginning **6/1/2026** 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 **36** hours per week since 2/1/2026 you likely would have earned  hours by 6/1/2026 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 stick 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-300-25337-453006 ending on 11/1/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - Applewood at the following housing sites: 5537 Robinson Rd. Deerfield MI 49238 LENAWEE 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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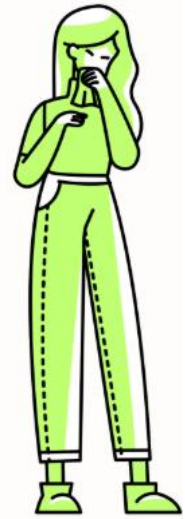
LEO - ESTA Information

Farmworker Legal Services

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 **2/20/2026** (which is the first day of **H-300-25342-464310**), then beginning **6/20/2026** 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 **39** hours per week since 2/20/2026 you likely would have earned  hours by 6/20/2026 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 stick 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-300-25342-464310 ending on 11/7/2026 is applicable to workers employed by Dusseau Farms LLC at the following housing sites: Camp #1,  19900 Brewer Rd

Permit #58-0006 Deerfield MI 49238 LENAWEE COUNTY, Camp #2, 1212 Bucholtz Hwy, Deerfield, MICHIGAN, 49238, LENAWEE 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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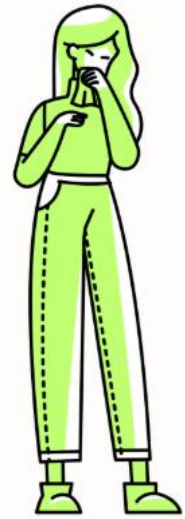
LEO - ESTA Information

Farmworker Legal Services

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 **3/25/2026** (which is the first day of **H-300-26021-578544**), 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 **36** hours per week since 3/25/2026 you likely would have earned  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 stick 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-300-26021-578544 ending on 12/1/2026 is applicable to workers employed by El Nano Harvesting, LLC. at the following housing sites: 3970 Hoffman Hwy Deerfield MI 49238 LENAWEE COUNTY, 5948 Lipp Hwy, Blissfield, MICHIGAN, 49228, LENAWEE 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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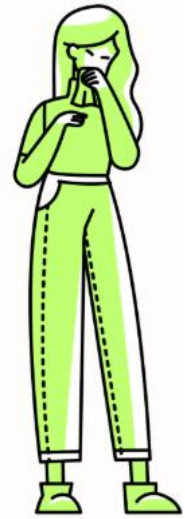
LEO - ESTA Information

Farmworker Legal Services

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 **6/20/2026** (which is the first day of **H-300-26096-758780**), then beginning **10/18/2026** 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 **36** hours per week since 6/20/2026 you likely would have earned  hours by 10/18/2026 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 stick 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-300-26096-758780 ending on 12/1/2026 is applicable to workers employed by El Nano Harvesting, LLC. at the following housing sites: 3970 Hoffman Hwy Deerfield MI 49238 LENAWEE COUNTY, 5948 Lipp Hwy, Blissfield, MICHIGAN, 49228, LENAWEE 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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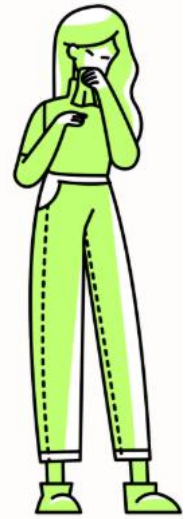
LEO - ESTA Information

Farmworker Legal Services

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 **5/14/2026** (which is the first day of **H-300-26089-739900**), then beginning **9/11/2026** 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 5/14/2026 you likely would have earned  hours by 9/11/2026 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?

**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 stick 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-300-26089-739900 ending on 11/22/2026 is applicable to workers employed by F. Madrid Harvesting, Inc. at the following housing sites: 7221 Deerfield Rd Palmyra MI 49268 LENAWEE 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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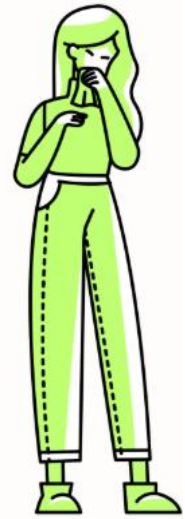
LEO - ESTA Information

Farmworker Legal Services

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 **2/23/2026** (which is the first day of **H-300-25346-477797**), then beginning **6/23/2026** 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 **36** hours per week since 2/23/2026 you likely would have earned  hours by 6/23/2026 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 stick 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-300-25346-477797 ending on 7/4/2026 is applicable to workers employed by Manzana LLC at the following housing sites: 151 Library Dr Brighton MI 48116 LIVINGSTON 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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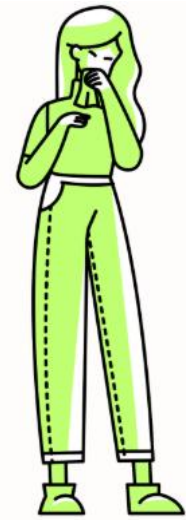
LEO - ESTA Information

Farmworker Legal Services

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 **2/23/2026** (which is the first day of **H-300-25346-477816**), then beginning **6/23/2026** 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 **36** hours per week since 2/23/2026 you likely would have earned  hours by 6/23/2026 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 stick 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-300-25346-477816 ending on 7/4/2026 is applicable to workers employed by Manzana LLC at the following housing sites: 151 Library Dr Brighton MI 48116 LIVINGSTON 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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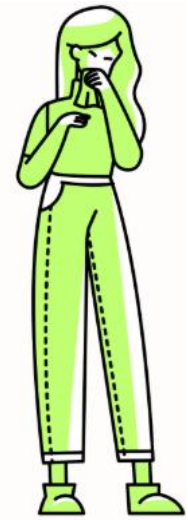
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26016-565182**), 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 **36** hours per week since 4/1/2026 you likely would have earned  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?

**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 stick 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-300-26016-565182 ending on 10/31/2026 is applicable to workers employed by Del Norte Harvesting, LLC at the following housing sites: 5623 Weller Road Gregory MI 48137 LIVINGSTON 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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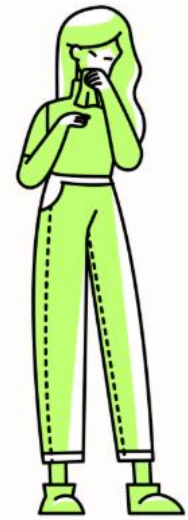
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26016-565192**), 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 **36** hours per week since 4/1/2026 you likely would have earned  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?

**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 stick 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-300-26016-565192 ending on 10/31/2026 is applicable to workers employed by Del Norte Harvesting, LLC at the following housing sites: 5623 Weller Road Gregory MI 48137 LIVINGSTON 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).

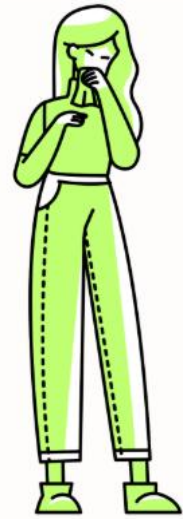
LEO - ESTA Information

Farmworker Legal Services

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 **4/29/2026** (which is the first day of **H-300-26044-638956**), then beginning **8/27/2026** 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 4/29/2026 you likely would have earned  hours by 8/27/2026 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.

## 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 stick 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-300-26044-638956 ending on 11/10/2026 is applicable to workers employed by Del Norte Harvesting, LLC at the following housing sites: 5623 Weller Road Gregory  MI 48137 LIVINGSTON 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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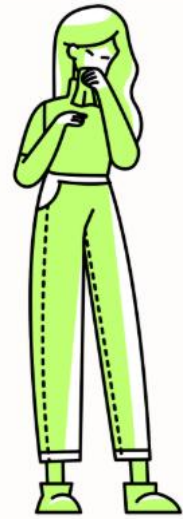
LEO - ESTA Information

Farmworker Legal Services

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 **4/29/2026** (which is the first day of **H-300-26044-638955**), then beginning **8/27/2026** 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 4/29/2026 you likely would have earned  hours by 8/27/2026 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.

## 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 stick 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-300-26044-638955 ending on 11/10/2026 is applicable to workers employed by Del Norte Harvesting, LLC at the following housing sites: 5623 Weller Road Gregory  MI 48137 LIVINGSTON 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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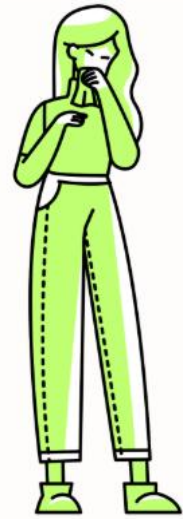
LEO - ESTA Information

Farmworker Legal Services

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-300-26034-616510**), 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 **40** 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?

**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 stick 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-300-26034-616510 ending on 12/15/2026 is applicable to workers employed by YOUNGS TURF FARM LLC at the following housing sites: 10217 Pats Place  Fowlerville MI 48836 LIVINGSTON COUNTY, 9395 Sherwood Rd., Fowlerville, MICHIGAN, 48836, LIVINGSTON 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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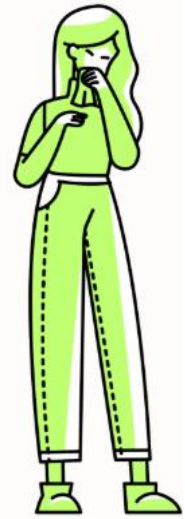
LEO - ESTA Information

Farmworker Legal Services

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 **6/15/2026** (which is the first day of **H-300-26101-782555**), then beginning **10/13/2026** 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 **45** hours per week since 6/15/2026 you likely would have earned  hours by 10/13/2026 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 stick 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-300-26101-782555 ending on 10/31/2026 is applicable to workers employed by Bentley Lake Farms, LLC at the following housing sites: 10244 Terry Ave Fowlerville MI 48836 LIVINGSTON 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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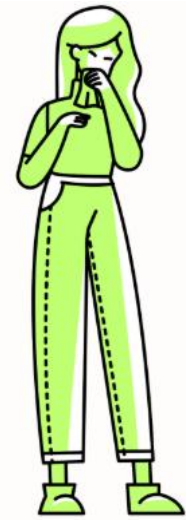
# Feeling sick? You may be eligible for paid time off!

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 **2/12/2026** (which is the first day of **H-300-25335-445424**), then beginning **6/12/2026** 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 2/12/2026 you likely would have earned  hours by 6/12/2026 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.**

## 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 stick 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-300-25335-445424 ending on 12/4/2026 is applicable to workers employed by Koppert Biological Systems, Inc. at the following housing sites: 210 N Center St Howell MI 48843 LIVINGSTON 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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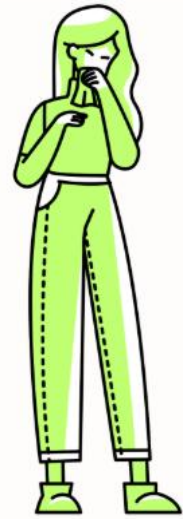
LEO - ESTA Information

Farmworker Legal Services

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-300-26014-558554**), 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 **50** 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 stick 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-300-26014-558554 ending on 12/1/2026 is applicable to workers employed by Leppek Nursery, Inc. at the following housing sites: 1514 Yorkshire Drive Howell MI 48843 LIVINGSTON 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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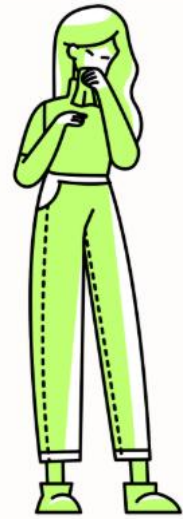
LEO - ESTA Information

Farmworker Legal Services

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-300-26005-535333**), 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 **48** 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 stick 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-300-26005-535333 ending on 12/6/2026 is applicable to workers employed by Northern Nursery, Inc. at the following housing sites: Obelio's - 3028 Co. Rd. 469 McMillan MI 49853 LUCE COUNTY, Ramiro's- 3058 Co. Rd. 469, McMillan, MICHIGAN, 49853, LUCE COUNTY; 2594 County Road 465, McMillan, MICHIGAN, 49853, LUCE 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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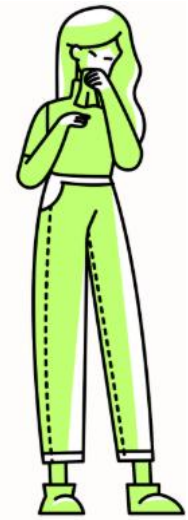
# Feeling sick? You may be eligible for paid time off!

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 **1/10/2026** (which is the first day of **H-300-25311-388790**), then beginning **5/10/2026** 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 **54** hours per week since 1/10/2026 you likely would have earned  hours by 5/10/2026 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 stick 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-300-25311-388790 ending on 10/31/2026 is applicable to workers employed by Walther Farms LLC - MI at the following housing sites: 11153 M-123 Newberry MI 49868 LUCE COUNTY, 107 W Avenue C, Newberry, MICHIGAN, 49868, LUCE 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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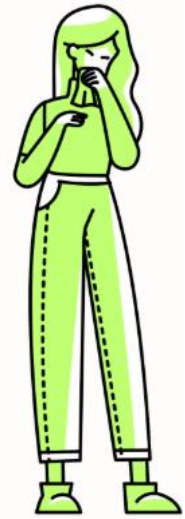
LEO - ESTA Information

Farmworker Legal Services

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 **3/27/2026** (which is the first day of **H-300-26026-591329**), then beginning **7/25/2026** 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 **54** hours per week since 3/27/2026 you likely would have earned  hours by 7/25/2026 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 stick 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-300-26026-591329 ending on 11/15/2026 is applicable to workers employed by Walther Farms LLC - MI at the following housing sites: 11153 M-123 Newberry MI 49868 LUCE 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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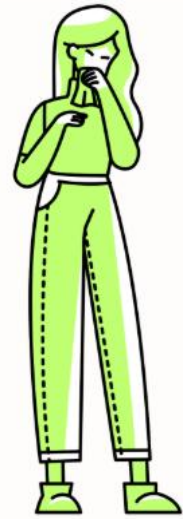
LEO - ESTA Information

Farmworker Legal Services

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 **2/2/2026** (which is the first day of **H-300-25329-436492**), then beginning **6/2/2026** 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 2/2/2026 you likely would have earned  hours by 6/2/2026 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.**

LEO - ESTA Information

## 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 stick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

FLS - Injuries and Illness

## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25329-436492 ending on 7/30/2026 is applicable to workers employed by Walther Farms LLC - MI at the following housing sites: 11153 M-123 Newberry MI 49868 LUCE COUNTY, 107 W Avenue C, Newberry, MICHIGAN, 49868, LUCE 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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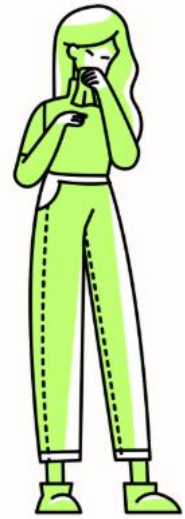
# Feeling sick? You may be eligible for paid time off!

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 **2/1/2026** (which is the first day of **H-300-25322-417148**), then beginning **6/1/2026** 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 **54** hours per week since 2/1/2026 you likely would have earned  hours by 6/1/2026 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?

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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 stick 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-300-25322-417148 ending on 6/1/2026 is applicable to workers employed by Walther Farms LLC - MI at the following housing sites: 11153 M-123 Newberry MI 49868 LUCE COUNTY, 107 W Avenue C, Newberry, MICHIGAN, 49868, LUCE 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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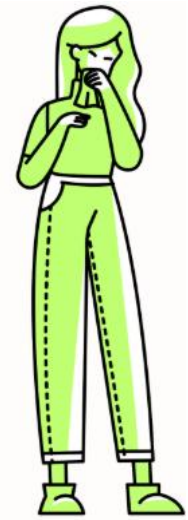
LEO - ESTA Information

Farmworker Legal Services

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 **2/15/2026** (which is the first day of **H-300-25336-449355**), then beginning **6/15/2026** 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 **40** hours per week since 2/15/2026 you likely would have earned  hours by 6/15/2026 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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## 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 stick 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-300-25336-449355 ending on 11/30/2026 is applicable to workers employed by Gaier Farms & Greenhouses Inc. at the following housing sites: 76040 McFadden Rd. Armada MI 48005 MACOMB 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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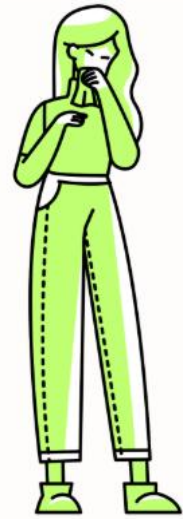
LEO - ESTA Information

Farmworker Legal Services

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 **2/1/2026** (which is the first day of **H-300-25322-416380**), then beginning **6/1/2026** 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 **45** hours per week since 2/1/2026 you likely would have earned  hours by 6/1/2026 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?

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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 stick 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-300-25322-416380 ending on 6/30/2026 is applicable to workers employed by Theut's Flower Barn at the following housing sites: 80455 Main Street Memphis MI 48041 MACOMB 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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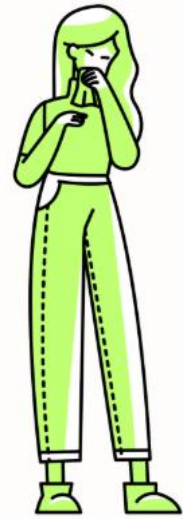
LEO - ESTA Information

Farmworker Legal Services

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 **2/25/2026** (which is the first day of **H-300-25346-478005**), then beginning **6/25/2026** 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 **54** hours per week since 2/25/2026 you likely would have earned  hours by 6/25/2026 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?

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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 stick 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-300-25346-478005 ending on 11/20/2026 is applicable to workers employed by Oliver Farms at the following housing sites: 23730 24 Mile Rd macumb MI 48042 MACOMB 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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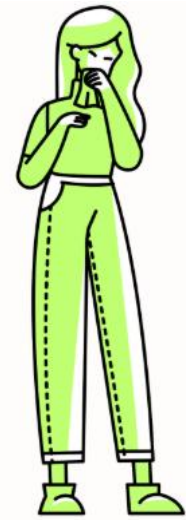
LEO - ESTA Information

Farmworker Legal Services

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 **3/17/2026** (which is the first day of **H-300-26001-525748**), 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 **40** hours per week since 3/17/2026 you likely would have earned  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 stick 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-300-26001-525748 ending on 11/12/2026 is applicable to workers employed by Altermatt Farms LLC at the following housing sites: 16470 25 Mile Rd. Macomb MI 48042 MACOMB 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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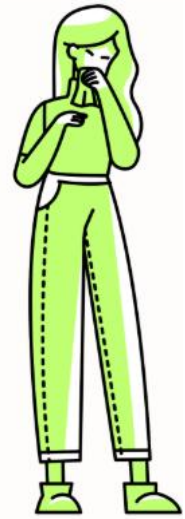
LEO - ESTA Information

Farmworker Legal Services

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 **4/8/2026** (which is the first day of **H-300-26030-605433**), then beginning **8/6/2026** 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 4/8/2026 you likely would have earned  hours by 8/6/2026 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 stick 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-300-26030-605433 ending on 12/1/2026 is applicable to workers employed by DeCock and Sons at the following housing sites: 20555 23 Mile Rd. Macomb MI 48042 MACOMB 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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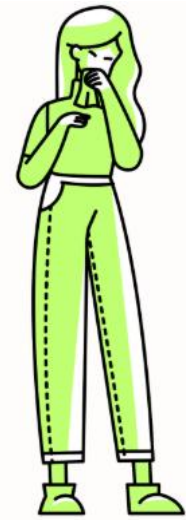
LEO - ESTA Information

Farmworker Legal Services

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 **3/17/2026** (which is the first day of **H-300-26001-524329**), 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-300-26001-524329 ending on 11/23/2026 is applicable to workers employed by Ray Wiegand's Nursery Inc. at the following housing sites: 32660 31 Mile Road Lenox MI 48050 MACOMB COUNTY, 47747 Romeo Plank, Macomb, MICHIGAN, 48044, MACOMB COUNTY; 67440 Place Rd., New Haven, MICHIGAN, 48050, MACOMB 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.

LEO - ESTA Information

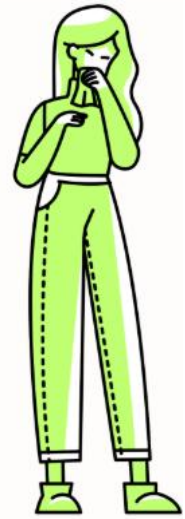
Farmworker Legal Services

FLS - Injuries and Illness

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).

# 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 **2/2/2026** (which is the first day of **H-300-25325-430168**), then beginning **6/2/2026** 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 2/2/2026 you likely would have earned  hours by 6/2/2026 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 stick 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-300-25325-430168 ending on 6/25/2026 is applicable to workers employed by N.W. Kaltz & Sons Farms at the following housing sites: 69068 Beebe St. Apt 96 Richmond MI 48062 MACOMB 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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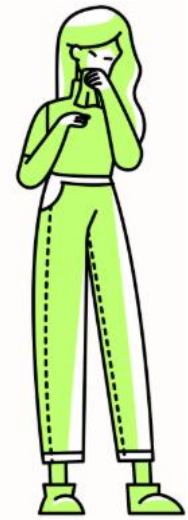
LEO - ESTA Information

Farmworker Legal Services

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 **6/8/2026** (which is the first day of **H-300-26097-766983**), then beginning **10/6/2026** 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 6/8/2026 you likely would have earned  hours by 10/6/2026 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 stick 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-300-26097-766983 ending on 11/21/2026 is applicable to workers employed by Jos. Kutchey & Sons, LLC at the following housing sites: 15000 30 Mile Rd Washington MI 48094 MACOMB 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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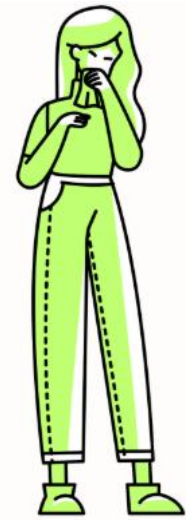
LEO - ESTA Information

Farmworker Legal Services

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 **4/20/2026** (which is the first day of **H-300-26043-638039**), then beginning **8/18/2026** 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 **40** hours per week since 4/20/2026 you likely would have earned  hours by 8/18/2026 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 stick 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-300-26043-638039 ending on 11/20/2026 is applicable to workers employed by KBR Inc. at the following housing sites: 11333 30 Mile Rd. Washington Township MI 48095 MACOMB COUNTY, 65075 Van Dyke Rd. , Washington Township, MICHIGAN, 48095, MACOMB 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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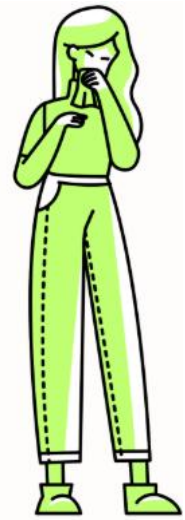
LEO - ESTA Information

Farmworker Legal Services

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 **5/4/2026** (which is the first day of **H-300-26061-673366**), then beginning **9/1/2026** 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 5/4/2026 you likely would have earned  hours by 9/1/2026 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 stick 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-300-26061-673366 ending on 11/13/2026 is applicable to workers employed by Verellen Orchards Inc at the following housing sites: 63255 Van Dyke Rd Washington MI 48095 MACOMB 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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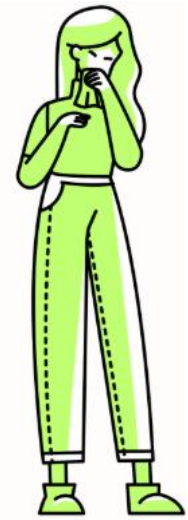
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25350-487103**), 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 **40** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25350-487103 ending on 11/1/2026 is applicable to workers employed by Rudich Farms Inc at the following housing sites: 20820 and 20470 27 Mile Rd Ray MI 48096 MACOMB 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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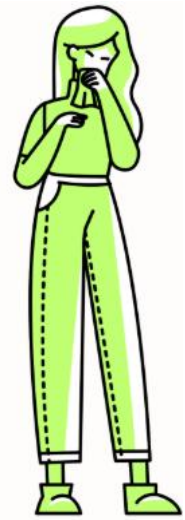
LEO - ESTA Information

Farmworker Legal Services

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 **4/6/2026** (which is the first day of **H-300-26033-612998**), 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 **40** hours per week since 4/6/2026 you likely would have earned  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 stick 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-300-26033-612998 ending on 11/13/2026 is applicable to workers employed by Northern Farm Market, LLC at the following housing sites: 15261 29 Mile Rd. Ray MI 48096 MACOMB 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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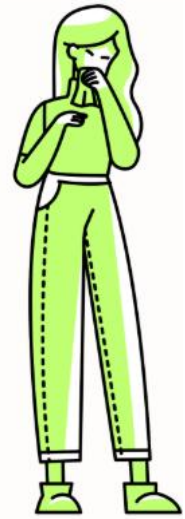
LEO - ESTA Information

Farmworker Legal Services

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 **7/5/2026** (which is the first day of **H-300-26111-816521**), then beginning **11/2/2026** 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 7/5/2026 you likely would have earned  hours by 11/2/2026 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 stick 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-300-26111-816521 ending on 12/30/2026 is applicable to workers employed by Rudich Farms Inc at the following housing sites: 20820 27 Mile Rd Ray MI 48096 MACOMB COUNTY, 20470 27 Mile Rd, Ray, MICHIGAN, 48096, MACOMB 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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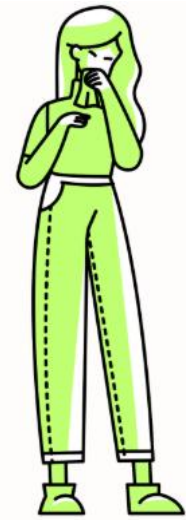
LEO - ESTA Information

Farmworker Legal Services

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 **7/5/2026** (which is the first day of **H-300-26111-816614**), then beginning **11/2/2026** 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 7/5/2026 you likely would have earned  hours by 11/2/2026 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 stick 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-300-26111-816614 ending on 11/30/2026 is applicable to workers employed by Rudich Farms Inc at the following housing sites: 20820 27 Mile Rd Ray MI 48096 MACOMB COUNTY, 20470 27 Mile Rd, Ray, MICHIGAN, 48096, MACOMB 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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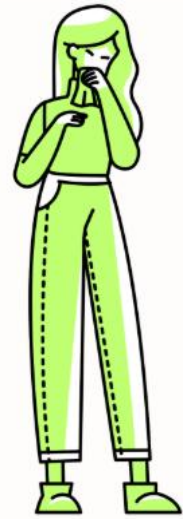
LEO - ESTA Information

Farmworker Legal Services

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 **2/9/2026** (which is the first day of **H-300-25344-473207**), then beginning **6/9/2026** 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 2/9/2026 you likely would have earned  hours by 6/9/2026 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 stick 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-300-25344-473207 ending on 12/5/2026 is applicable to workers employed by Telly's Greenhouse and Garden Center, Inc at the following housing sites: 4343 24 Mile Road, Shelby Township, MI 48316 Shelby Township MI 48316 MACOMB 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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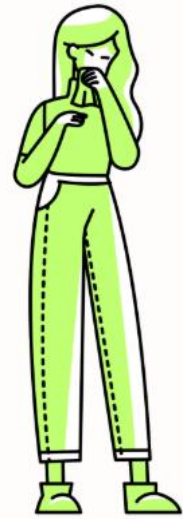
LEO - ESTA Information

Farmworker Legal Services

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 **3/15/2026** (which is the first day of **H-300-26005-535378**), then beginning **7/13/2026** 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 3/15/2026 you likely would have earned  hours by 7/13/2026 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 stick 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-300-26005-535378 ending on 12/31/2026 is applicable to workers employed by Prolific Enterprises, Inc. at the following housing sites: 45600 Fox Lane West Shelby Township MI 48444 MACOMB 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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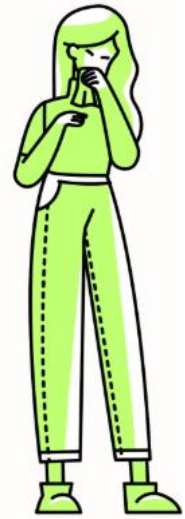
LEO - ESTA Information

Farmworker Legal Services

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 **5/24/2026** (which is the first day of **H-300-26083-725037**), then beginning **9/21/2026** 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 5/24/2026 you likely would have earned  hours by 9/21/2026 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 stick 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-300-26083-725037 ending on 9/30/2026 is applicable to workers employed by Calvin Lutz Farms, LLC at the following housing sites: 10068 Kerry Road Brethren MI 49619 MANISTEE 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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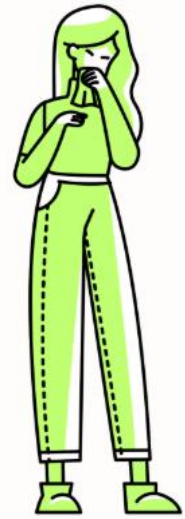
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25358-509603**), 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 **40** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25358-509603 ending on 12/19/2026 is applicable to workers employed by Dutchman Tree Farms at the following housing sites: 8328 8 Mile Road Kaleva MI 49645 MANISTEE COUNTY, 9460 W. Walker, Lake City, MICHIGAN, 49651, MISSAUKEE COUNTY; 9845 W. Burns Road, Manton, MICHIGAN, 49663, MISSAUKEE COUNTY; 9869 Burns Road, Manton, MICHIGAN, 49663, MISSAUKEE COUNTY; 2272 S. Morey Road, Lake City, MICHIGAN, 49651, MISSAUKEE 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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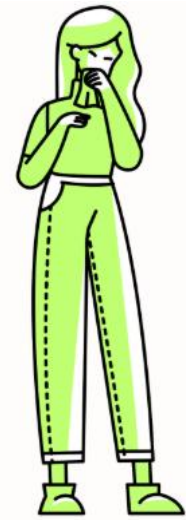
# Feeling sick? You may be eligible for paid time off!

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 **3/20/2026** (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 stick 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.

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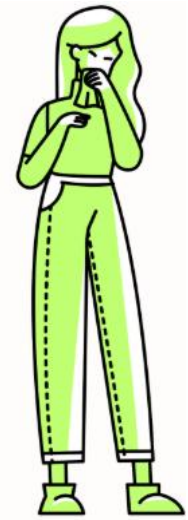
LEO - ESTA Information

Farmworker Legal Services

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?

**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 stick 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

Farmworker Legal Services

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.

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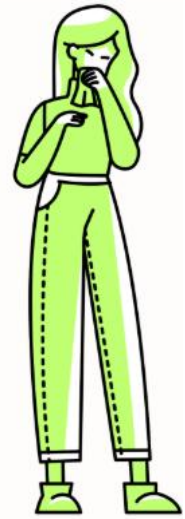
# Feeling sick? You may be eligible for paid time off!

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-300-26040-627469**), 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.**

## 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 stick 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-300-26040-627469 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, 1785 N. 48th Ave., Mears, MICHIGAN, 49436, MUSKEGON COUNTY; 6736 W. Lake Rd, Mears, MICHIGAN, 49436, MUSKEGON COUNTY; 460 S Peters Road, Casnovia, MICHIGAN, 49318, MUSKEGON COUNTY; 4375 10 Mile Road, Sparta, MICHIGAN, 49345, MUSKEGON COUNTY; 5745 Stage Ave., Grand Rapids, MICHIGAN, 49544, MUSKEGON COUNTY; 5864 N 88th Ave., Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 2895 N 136th Ave, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 4940 Pine Acres Drive, Holland, MICHIGAN, 49423, MUSKEGON COUNTY; 5729 W. Meisenheimer Rd., Ludington, MICHIGAN, 49431, MUSKEGON COUNTY; 21015 16th Ave., Conklin, MICHIGAN, 49403, MUSKEGON COUNTY; 2755 11 Mile Road, Sparta, MICHIGAN, 49345, MUSKEGON COUNTY; 10995 Peach Ridge Ave., Sparta, MICHIGAN, 49345, MUSKEGON COUNTY; 14302 S Mason Dr., Grant, MICHIGAN, 49327, MUSKEGON COUNTY; 10995 Peach Ridge Ave., Sparta, MICHIGAN, 49345, MUSKEGON COUNTY; 1705 N. 48th Ave., Mears, MICHIGAN, 49420,

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

MUSKEGON COUNTY; 1731 E. Minke Road, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 3493 N 144th Ave, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 2666 N. 116th Ave., Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 4645 N. 152nd Ave., Walkerville, MICHIGAN, 49459, MUSKEGON COUNTY; 5729 W. Meisenheimer Rd., Ludington, MICHIGAN, 49431, MUSKEGON COUNTY; 10040 S. Poplar Ave., Grant, MICHIGAN, 49327, MUSKEGON COUNTY; 10040 Poplar Ave., Grant, MICHIGAN, 49327, MUSKEGON COUNTY; 2799 E. Filemore Road, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 2877 8 Mile Road NW, Grand Rapids, MICHIGAN, 49544, MUSKEGON COUNTY; 20633 8th Ave., Conklin, MICHIGAN, 49403, MUSKEGON COUNTY; 2704 W. Buchanan Road, Shelby, MICHIGAN, 49455, MUSKEGON COUNTY; 883 N 152nd Ave, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 2704 W. Buchanan Road, Shelby, MICHIGAN, 49455, MUSKEGON COUNTY; 15751 Apple Avenue, Casnovia, MICHIGAN, 49318, MUSKEGON COUNTY; 2704 W. Buchanan Road, Shelby, MICHIGAN, 49455, MUSKEGON COUNTY; 5745 Stage Ave., Grand Rapids, MICHIGAN, 49544, MUSKEGON COUNTY; 1621 E Monroe Road, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 10995 Peach Ridge Ave., Sparta, MICHIGAN, 49345, MUSKEGON COUNTY; 2895 N 136th Ave, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 396 E. Tyler Rd., Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 1705 N. 48th Ave., Mears, MICHIGAN, 49436, MUSKEGON COUNTY; 7207 W. Stoney Lake Rd., New Era, MICHIGAN, 49446, MUSKEGON COUNTY; 460 S. Peters Rd., Casnovia, MICHIGAN, 49318, MUSKEGON COUNTY; 1785 N. 48th Ave, Mears, MICHIGAN, 49436, MUSKEGON COUNTY; 2337 E. Monroe Road, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 1785 N. 48th Ave, Mears, MICHIGAN, 49436, MUSKEGON COUNTY; 3601 N 48th Avenue, Mears, MICHIGAN, 49431, MUSKEGON COUNTY; 6861 N 128th, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 9334 N 120th Ave, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 3504 Blundell Rd., Ludington, MICHIGAN, 49431, MUSKEGON COUNTY; 10554 S. Gordon Ave., Grant, MICHIGAN, 49327, MUSKEGON COUNTY; 1413 E. Clock Road, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 2369 Jackson Road, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 1413 E. Clock Road, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 5788 W. Meisenheimer Rd., Ludington, MICHIGAN, 49431, MUSKEGON COUNTY; 6861 N 128th, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 345 W Moore Road, Grant, MICHIGAN, 49327, MUSKEGON COUNTY; 6095 W. Taylor Road, Mears, MICHIGAN, 49436, MUSKEGON COUNTY; 3583 S. Appleton Rd., Scottville, MICHIGAN, 49454, MUSKEGON COUNTY; 9307 56th St., Fremont, MICHIGAN, 49412, MUSKEGON COUNTY; 1623 E Jackson Road, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 4375 10 Mile Road, Sparta, MICHIGAN, 49345, MUSKEGON COUNTY; 396 E. Tyler Rd., Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 4645 N. 152nd Ave, Walkerville, MICHIGAN, 49459, MUSKEGON COUNTY; 4752 W. Adams Rd, Pentwater, MICHIGAN, 49449, MUSKEGON COUNTY; 8273 W. Stone Rd., Shelby, MICHIGAN, 49455, MUSKEGON COUNTY; 5745 Stage Ave., Grand Rapids, MICHIGAN, 49544, MUSKEGON COUNTY; 3583 S. Appleton Rd., Scottville, MICHIGAN, 49454, MUSKEGON COUNTY; 3583 S. Appleton Rd., Scottville, MICHIGAN, 49454, MUSKEGON COUNTY; 8592 60th Ave., Fremont, MICHIGAN, 49412, MUSKEGON COUNTY; 12624 Ferris, Grant, MICHIGAN, 49327, MUSKEGON COUNTY; 2018 Wilson St., Conklin, MICHIGAN, 49403, MUSKEGON COUNTY; 1623 E Jackson Road, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 1705 N. 48th Ave., Mears, MICHIGAN, 49436, MUSKEGON COUNTY; 9334 N. 120th Ave., Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 4645 N. 152nd Ave, Walkerville, MICHIGAN, 49459, MUSKEGON COUNTY; 15751 Apple Avenue, Casnovia, MICHIGAN, 49318, MUSKEGON COUNTY; 883 N 152nd Ave, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 460 S Peters Road, Casnovia, MICHIGAN, 49318, MUSKEGON COUNTY; 9334 N 120th Ave, Hart, MICHIGAN, 49420, MUSKEGON COUNTY;

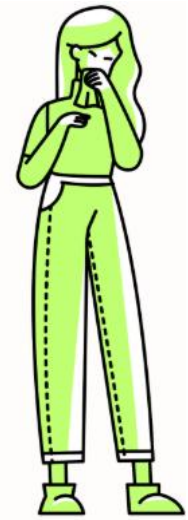
2337 E. Monroe Road, Hart, MICHIGAN, 49420, MUSKEGON COUNTY; 2018 Wilson Street, Conklin, MICHIGAN, 49403, MUSKEGON COUNTY; 2799 E. Filmore Road, Hart, MICHIGAN, 49420, MUSKEGON COUNTY.

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).

# 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-300-26028-597227**), 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  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 stick 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-300-26028-597227 ending on 10/31/2026 is applicable to workers employed by Legacy Labor, Inc. at the following housing sites: 1120 150th Ave Morley MI 49336 MECOSTA COUNTY, 15704 Kendaville Rd, Coral, MICHIGAN, 49322, MECOSTA 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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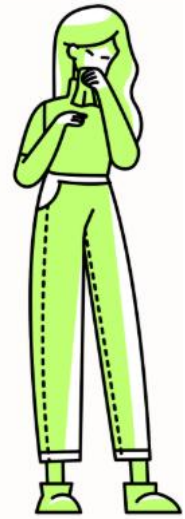
LEO - ESTA Information

Farmworker Legal Services

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 **7/1/2026** (which is the first day of **H-300-26113-825742**), 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 **55** 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 stick 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-300-26113-825742 ending on 1/17/2027 is applicable to workers employed by Johnson Farms LLC at the following housing sites: 460 W County Road 358 Daggett MI 49821 MENOMINEE 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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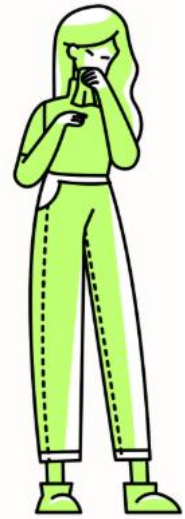
LEO - ESTA Information

Farmworker Legal Services

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 **1/1/2026** (which is the first day of **H-300-25304-353366**), then beginning **5/1/2026** 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 **55** hours per week since 1/1/2026 you likely would have earned  hours by 5/1/2026 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 stick 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-300-25304-353366 ending on 6/30/2026 is applicable to workers employed by Johnson Farms LLC at the following housing sites: W4998 County Road 348 Stephenson MI 49887 MENOMINEE 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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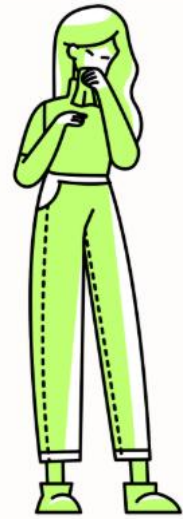
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26029-603576**), 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 **35** hours per week since 4/1/2026 you likely would have earned  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?

**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 stick 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-300-26029-603576 ending on 1/31/2027 is applicable to workers employed by Legacy Labor, Inc. at the following housing sites: 7981 South Forward Rd McBain MI 49657 MISSAUKEE 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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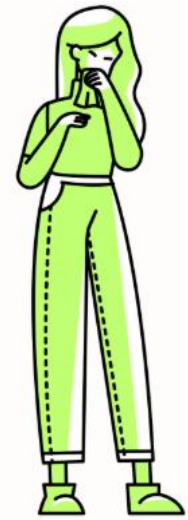
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26027-593442**), 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  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?

**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 stick 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-300-26027-593442 ending on 12/19/2026 is applicable to workers employed by Dutchman Tree Farms at the following housing sites: 9460 W. Walker Manton MI 49663 MISSAUKEE 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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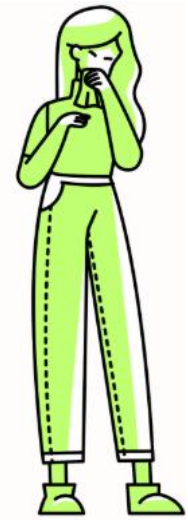
LEO - ESTA Information

Farmworker Legal Services

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 **4/20/2026** (which is the first day of **H-300-26065-684727**), then beginning **8/18/2026** 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 **50** hours per week since 4/20/2026 you likely would have earned  hours by 8/18/2026 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 stick 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-300-26065-684727 ending on 12/15/2026 is applicable to workers employed by Gernaat Dairy LLC. at the following housing sites: 10633 Claroskee Rd  Marion MI 49665 MISSAUKEE 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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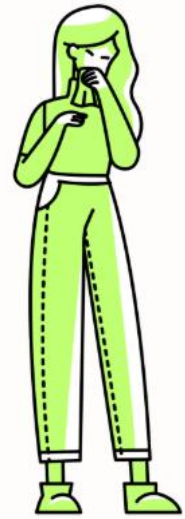
LEO - ESTA Information

Farmworker Legal Services

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 **6/8/2026** (which is the first day of **H-300-26093-756835**), then beginning **10/6/2026** 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 6/8/2026 you likely would have earned  hours by 10/6/2026 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 stick 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-300-26093-756835 ending on 2/6/2027 is applicable to workers employed by Horkey Brother Farms at the following housing sites: 15175 Dixon Rd Dundee MI 48131 MONROE COUNTY, 4251 Summerfield Rd, Petersburg, MICHIGAN, 49270, MONROE 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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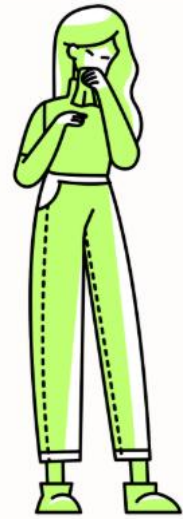
LEO - ESTA Information

Farmworker Legal Services

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 **4/6/2026** (which is the first day of **H-300-26036-621890**), 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 **40** hours per week since 4/6/2026 you likely would have earned  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 stick 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-300-26036-621890 ending on 10/31/2026 is applicable to workers employed by Horkey Brother Farms at the following housing sites: 15175 Dixon Rd Dundee MI 48131 MONROE COUNTY, 4251 Summerfield Rd, Petersburg, MICHIGAN, 49270, MONROE 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).

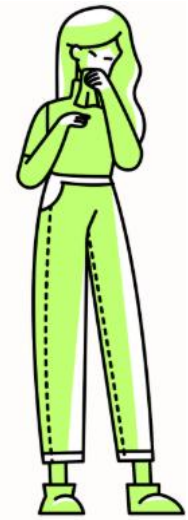
LEO - ESTA Information

Farmworker Legal Services

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 **6/1/2026** (which is the first day of **H-300-26078-715882**), then beginning **9/29/2026** 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 **36** hours per week since 6/1/2026 you likely would have earned  hours by 9/29/2026 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 stick 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-300-26078-715882 ending on 12/1/2026 is applicable to workers employed by O.R. Harvesting, Inc. at the following housing sites: 828 Angela Ct Dundee MI 48131 MONROE 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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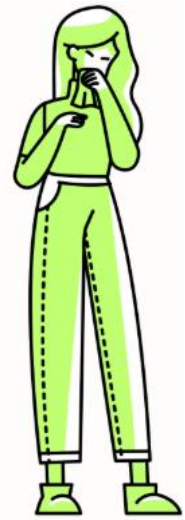
LEO - ESTA Information

Farmworker Legal Services

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 **7/6/2026** (which is the first day of **H-300-26124-864665**), 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  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.**

## 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 stick 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-300-26124-864665 ending on 11/3/2026 is applicable to workers employed by Stahl Produce, LLC at the following housing sites: 112 Jaime Ln. Dundee MI 48131 MONROE 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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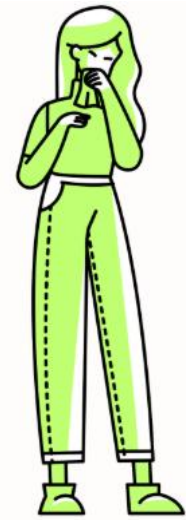
LEO - ESTA Information

Farmworker Legal Services

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 **2/15/2026** (which is the first day of **H-300-25336-450061**), then beginning **6/15/2026** 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 **45** hours per week since 2/15/2026 you likely would have earned  hours by 6/15/2026 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?

**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 stick 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-300-25336-450061 ending on 11/15/2026 is applicable to workers employed by Mike Parran Farms, LLC at the following housing sites: 5355 Secor Road  Ida MI 48140 MONROE 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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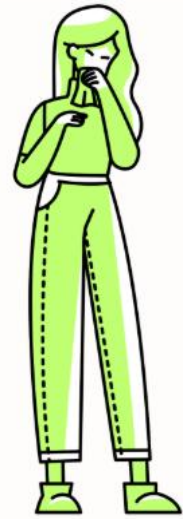
LEO - ESTA Information

Farmworker Legal Services

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 **2/16/2026** (which is the first day of **H-300-25350-488933**), then beginning **6/16/2026** 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.



## 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 2/16/2026 you likely would have earned  hours by 6/16/2026 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 stick 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-300-25350-488933 ending on 12/1/2026 is applicable to workers employed by Ruhlig Farms, LLC at the following housing sites: 2840 N Monroe St Monroe MI 48162 MONROE 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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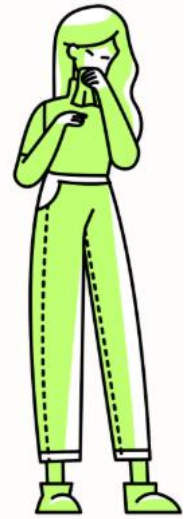
LEO - ESTA Information

Farmworker Legal Services

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 **2/16/2026** (which is the first day of **H-300-25350-489034**), then beginning **6/16/2026** 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.



## 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 2/16/2026 you likely would have earned  hours by 6/16/2026 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 stick 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-300-25350-489034 ending on 12/1/2026 is applicable to workers employed by Ruhlig Farms, LLC at the following housing sites: 2840 N Monroe St Monroe MI 48162 MONROE 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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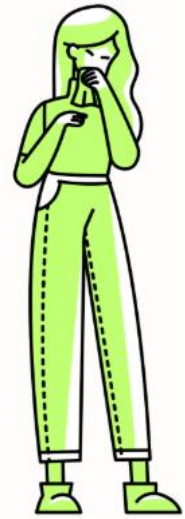
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26022-581716**), 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 **36** hours per week since 4/1/2026 you likely would have earned  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 stick 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-300-26022-581716 ending on 11/20/2026 is applicable to workers employed by Cabbage Harvesting, LLC. at the following housing sites: 2840 N. Monroe St Monroe MI 48162 MONROE 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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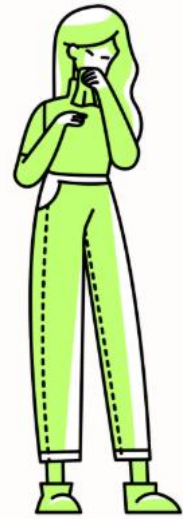
LEO - ESTA Information

Farmworker Legal Services

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 **6/20/2026** (which is the first day of **H-300-26106-800451**), then beginning **10/18/2026** 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 **36** hours per week since 6/20/2026 you likely would have earned  hours by 10/18/2026 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?

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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 stick 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-300-26106-800451 ending on 11/20/2026 is applicable to workers employed by Cabbage Harvesting, LLC. at the following housing sites: 2840 N. Monroe St Monroe MI 48162 MONROE 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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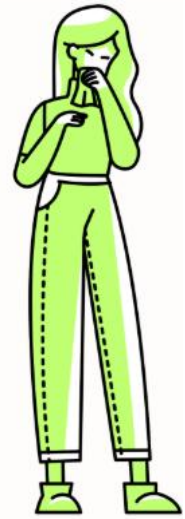
LEO - ESTA Information

Farmworker Legal Services

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 **2/16/2026** (which is the first day of **H-300-25342-465601**), then beginning **6/16/2026** 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.



## 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 2/16/2026 you likely would have earned  hours by 6/16/2026 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 stick 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-300-25342-465601 ending on 7/18/2026 is applicable to workers employed by FAMILY FRESH HARVESTING LLC at the following housing sites: 2840 N MONROE ST MONROE MI 48162 MONROE 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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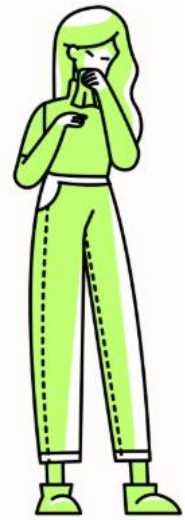
LEO - ESTA Information

Farmworker Legal Services

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 **4/7/2026** (which is the first day of **H-300-26037-624643**), then beginning **8/5/2026** 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.

## 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 4/7/2026 you likely would have earned  hours by 8/5/2026 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.**

## 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 stick 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-300-26037-624643 ending on 11/1/2026 is applicable to workers employed by Del Norte Harvesting, LLC at the following housing sites: 5245 Alt Rd. Petersburg MI 49270 MONROE 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.

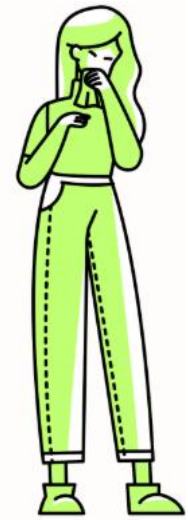
The content of this flyer is based on minimum requirements set forth in Michigan's Earned Sick Time Act (ESTA) and is for informational purposes only. It does not constitute legal advice. Contact an attorney for legal advice specific to your situation or scan QR code to get more information from the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

LEO - ESTA Information

Farmworker Legal Services

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 **4/7/2026** (which is the first day of **H-300-26037-624611**), then beginning **8/5/2026** 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.

## 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 4/7/2026 you likely would have earned  hours by 8/5/2026 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.**

## 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 stick 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-300-26037-624611 ending on 11/1/2026 is applicable to workers employed by Del Norte Harvesting, LLC at the following housing sites: 5245 Alt. Rd. Petersburg MI 49270 MONROE 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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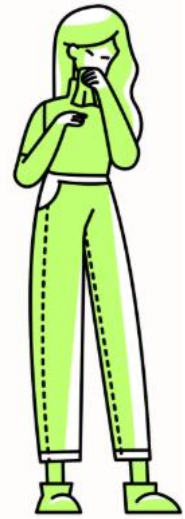
LEO - ESTA Information

Farmworker Legal Services

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 **8/18/2026** (which is the first day of **H-300-26155-980808**), then beginning **12/16/2026** 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.



## 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 8/18/2026 you likely would have earned  hours by 12/16/2026 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 stick 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-300-26155-980808 ending on 6/18/2027 is applicable to workers employed by Crooks Farms Inc. at the following housing sites: 1449 Deaner Road NE Edmore MI 48829 MONTCALM 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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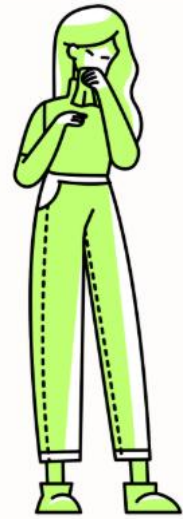
LEO - ESTA Information

Farmworker Legal Services

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 **1/12/2026** (which is the first day of **H-300-25315-396940**), then beginning **5/12/2026** 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 **36** hours per week since 1/12/2026 you likely would have earned  hours by 5/12/2026 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.**

## 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 stick 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-300-25315-396940 ending on 10/31/2026 is applicable to workers employed by Agrico Labor LLC at the following housing sites: 11732 W Station Road Greenville MI 48838 MONTCALM COUNTY, 20717 8th Ave, Conklin, MICHIGAN, 49403, OTTAWA 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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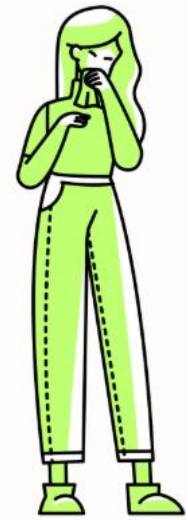
LEO - ESTA Information

Farmworker Legal Services

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 **1/19/2026** (which is the first day of **H-300-25315-397046**), then beginning **5/19/2026** 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 1/19/2026 you likely would have earned  hours by 5/19/2026 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 stick 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-300-25315-397046 ending on 10/31/2026 is applicable to workers employed by Agrico Labor LLC at the following housing sites: 11732 W Station Road Greenville MI 48838 MONTCALM COUNTY, 20717 8th Ave, Conklin, MICHIGAN, 49403, OTTAWA 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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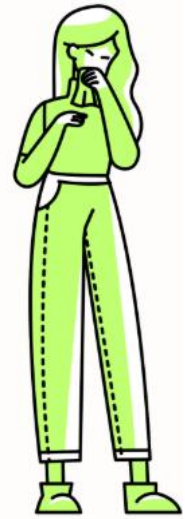
LEO - ESTA Information

Farmworker Legal Services

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 **3/2/2026** (which is the first day of **H-300-25357-505541**), 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?

**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 stick 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-300-25357-505541 ending on 11/14/2026 is applicable to workers employed by Hart Farm, LLC at the following housing sites: 11350 Bricker Road Greenville MI 48838 MONTCALM 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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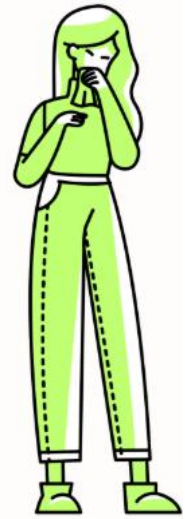
LEO - ESTA Information

Farmworker Legal Services

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 **3/23/2026** (which is the first day of **H-300-26014-559273**), then beginning **7/21/2026** 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 3/23/2026 you likely would have earned  hours by 7/21/2026 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 stick 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-300-26014-559273 ending on 11/28/2026 is applicable to workers employed by Montcalm County Growers Association LLC at the following housing sites: 1429 W Sidney Rd Sidney MI 48885 MONTCALM COUNTY, 2014 Nevins Rd, Sidney, MICHIGAN, 48885, MONTCALM COUNTY; 771 Coral Rd, Stanton, MICHIGAN, 48888, MONTCALM 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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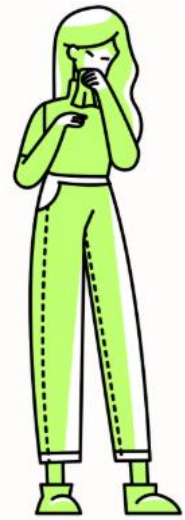
LEO - ESTA Information

Farmworker Legal Services

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 **2/9/2026** (which is the first day of **H-300-25345-476232**), then beginning **6/9/2026** 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 2/9/2026 you likely would have earned  hours by 6/9/2026 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 stick 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-300-25345-476232 ending on 11/15/2026 is applicable to workers employed by Anderson & Girls Orchards at the following housing sites: 771 Coral Rd. Stanton MI 48888 MONTCALM 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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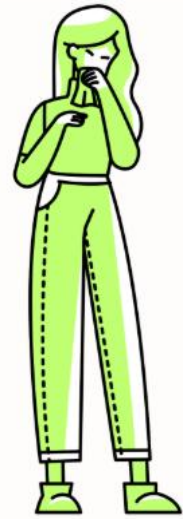
LEO - ESTA Information

Farmworker Legal Services

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 **1/26/2026** (which is the first day of **H-300-25328-433336**), then beginning **5/26/2026** 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 1/26/2026 you likely would have earned  hours by 5/26/2026 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 stick 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-300-25328-433336 ending on 11/25/2026 is applicable to workers employed by Botello harvesting llc at the following housing sites: 9643 Schow Rd Holton MI 49425 MUSKEGON COUNTY, 4930 109th Ave, Pullman, MICHIGAN, 49450, ALLEGAN COUNTY; 4920 109th Ave, Pullman, MICHIGAN, 49450, ALLEGAN 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.

LEO - ESTA Information

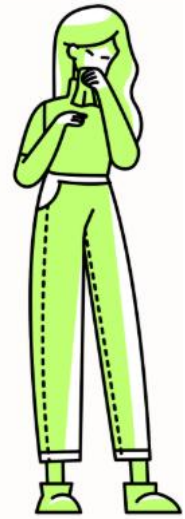
Farmworker Legal Services

FLS - Injuries and Illness

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).

# 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 **1/10/2026** (which is the first day of **H-300-25314-392877**), then beginning **5/10/2026** 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 1/10/2026 you likely would have earned  hours by 5/10/2026 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 stick 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-300-25314-392877 ending on 10/31/2026 is applicable to workers employed by Botello harvesting llc at the following housing sites: 9643 Schow Rd Holton MI 49425 MUSKEGON 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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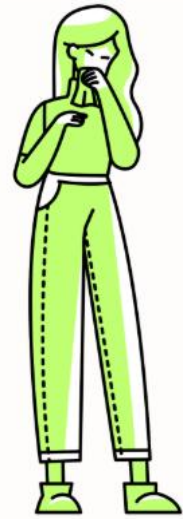
LEO - ESTA Information

Farmworker Legal Services

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 **2/2/2026** (which is the first day of **H-300-25329-437891**), then beginning **6/2/2026** 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 2/2/2026 you likely would have earned  hours by 6/2/2026 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 stick 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-300-25329-437891 ending on 11/14/2026 is applicable to workers employed by Wagenmaker Farms Inc. at the following housing sites: 7760 Holton Rd. Holton MI 49425 MUSKEGON COUNTY, 6632 S. Maple Island Road, Fremont, MICHIGAN, 49412, NEWAYGO 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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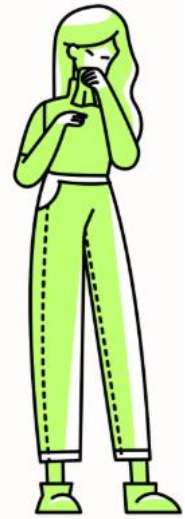
LEO - ESTA Information

Farmworker Legal Services

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 **2/23/2026** (which is the first day of **H-300-25356-501726**), then beginning **6/23/2026** 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 **35** hours per week since 2/23/2026 you likely would have earned  hours by 6/23/2026 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 stick 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-300-25356-501726 ending on 12/15/2026 is applicable to workers employed by New Leaf Orchards, LLC at the following housing sites: 10719 Gordon Ave.  Grant MI 49327 NEWAYGO COUNTY, 1473 4 Mile Rd. , Grand Rapids, MICHIGAN, 49544, KENT 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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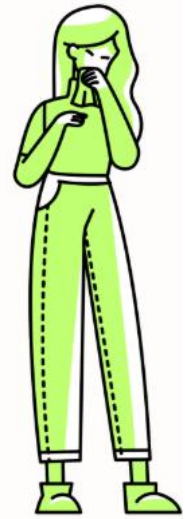
LEO - ESTA Information

Farmworker Legal Services

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 **2/1/2026** (which is the first day of **H-300-25325-428578**), then beginning **6/1/2026** 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 **45** hours per week since 2/1/2026 you likely would have earned  hours by 6/1/2026 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 stick 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-300-25325-428578 ending on 11/15/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - Opel at the following housing sites: 10040 Poplar Ave. Grant MI 49327 NEWAYGO 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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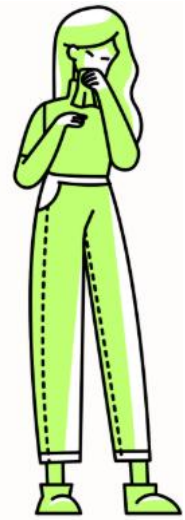
LEO - ESTA Information

Farmworker Legal Services

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 **2/1/2026** (which is the first day of **H-300-25325-428699**), then beginning **6/1/2026** 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 **36** hours per week since 2/1/2026 you likely would have earned  hours by 6/1/2026 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 stick 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-300-25325-428699 ending on 11/15/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - Opel at the following housing sites: 10040 Poplar Ave. Grant MI 49327 NEWAYGO 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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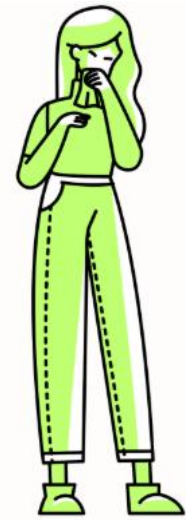
LEO - ESTA Information

Farmworker Legal Services

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 **3/12/2026** (which is the first day of **H-300-26011-550473**), then beginning **7/10/2026** 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 3/12/2026 you likely would have earned  hours by 7/10/2026 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 stick 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-300-26011-550473 ending on 11/10/2026 is applicable to workers employed by Riveridge Land Co., LLC at the following housing sites: 12624 S Ferris Ave Grant MI 49327 NEWAYGO COUNTY, 345 W Moore Road, Grant, MICHIGAN, 49327, OTTAWA COUNTY; 14302 S Mason Drive, Grant, MICHIGAN, 49327, OTTAWA COUNTY; 20633 8th Ave, Conklin, MICHIGAN, 49403, OTTAWA 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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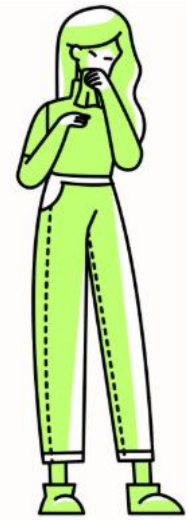
LEO - ESTA Information

Farmworker Legal Services

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 **3/12/2026** (which is the first day of **H-300-26012-550519**), then beginning **7/10/2026** 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 3/12/2026 you likely would have earned  hours by 7/10/2026 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 stick 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-300-26012-550519 ending on 11/10/2026 is applicable to workers employed by Riveridge Land Co., LLC at the following housing sites: 12624 S Ferris Ave Grant MI 49327 NEWAYGO COUNTY, 14302 S Mason Drive, Grant, MICHIGAN, 49327, OTTAWA COUNTY; 345 W Moore Road, Grant, MICHIGAN, 49327, OTTAWA COUNTY; 20633 8th Ave, Conklin, MICHIGAN, 49403, OTTAWA 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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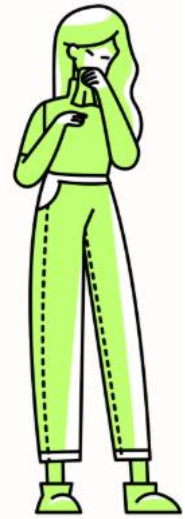
LEO - ESTA Information

Farmworker Legal Services

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 **2/1/2026** (which is the first day of **H-300-25325-429511**), then beginning **6/1/2026** 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 **36** hours per week since 2/1/2026 you likely would have earned  hours by 6/1/2026 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 stick 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-300-25325-429511 ending on 9/5/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - AndyMast at the following housing sites: 345 W Moore Road (North Unit #1) Grant MI 49327 NEWAYGO COUNTY, 4940 Pine Acres Drive (Unit 4-7), Holland, MICHIGAN, 49424, OTTAWA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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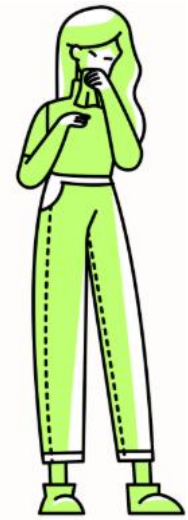
# Feeling sick? You may be eligible for paid time off!



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 **6/8/2026** (which is the first day of **H-300-26085-732263**), then beginning **10/6/2026** 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 6/8/2026 you likely would have earned  hours by 10/6/2026 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 stick 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-300-26085-732263 ending on 11/27/2026 is applicable to workers employed by Damian Guerrero at the following housing sites: 12588 Pear Ave Grant MI 49327 NEWAYGO COUNTY, 3473 120th St., Grant, MICHIGAN, 49327, NEWAYGO COUNTY; 12591 Pear Ave, Grant, MICHIGAN, 49327, NEWAYGO COUNTY; 12638 Pear Ave, Grant, MICHIGAN, 49327, NEWAYGO COUNTY; 11839 Spruce Ave., Grant, MICHIGAN, 49327, NEWAYGO 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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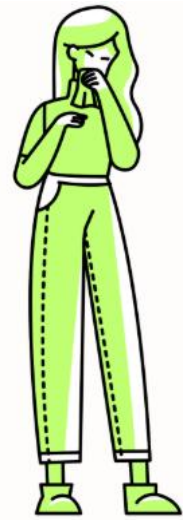
LEO - ESTA Information

Farmworker Legal Services

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 **2/1/2026** (which is the first day of **H-300-25325-428793**), then beginning **6/1/2026** 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 **36** hours per week since 2/1/2026 you likely would have earned  hours by 6/1/2026 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 stick 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-300-25325-428793 ending on 7/1/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - Opel at the following housing sites: 10040 Poplar Ave. Grant MI 49327 NEWAYGO 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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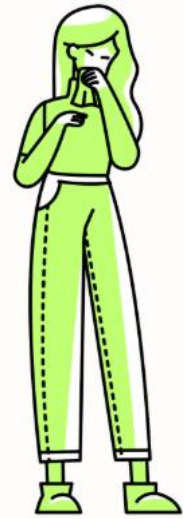
LEO - ESTA Information

Farmworker Legal Services

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 **5/20/2026** (which is the first day of **H-300-26069-693314**), then beginning **9/17/2026** 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 5/20/2026 you likely would have earned  hours by 9/17/2026 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 stick 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-300-26069-693314 ending on 11/10/2026 is applicable to workers employed by Diaz Agricultural Services, LLC. at the following housing sites: 4375 20 Mile Rd. NW  Kent City MI 49330 NEWAYGO COUNTY, 10719 Gordon Ave, Grant, MICHIGAN, 49327, NEWAYGO 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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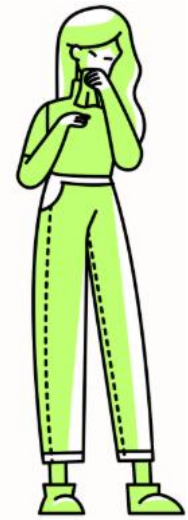
LEO - ESTA Information

Farmworker Legal Services

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 **2/23/2026** (which is the first day of **H-300-25356-502032**), then beginning **6/23/2026** 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 2/23/2026 you likely would have earned  hours by 6/23/2026 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 stick 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-300-25356-502032 ending on 12/9/2026 is applicable to workers employed by Karnemaat's LLC at the following housing sites: 6565 S. Green Avenue  Fremont MI 49412 NEWAYGO 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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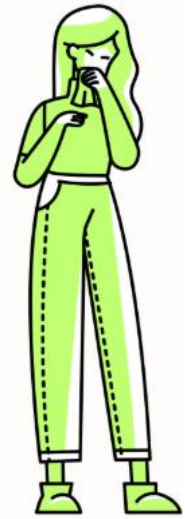
LEO - ESTA Information

Farmworker Legal Services

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 **3/7/2026** (which is the first day of **H-300-26006-538189**), then beginning **7/5/2026** 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.



## 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 3/7/2026 you likely would have earned  hours by 7/5/2026 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.**

## 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 stick 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-300-26006-538189 ending on 12/9/2026 is applicable to workers employed by Karnemaat's LLC at the following housing sites: 6565 S. Green Avenue  Fremont MI 49412 NEWAYGO 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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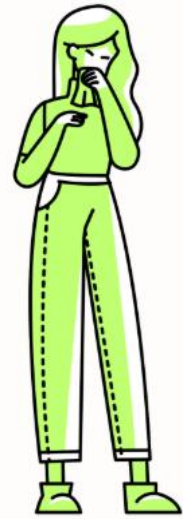
LEO - ESTA Information

Farmworker Legal Services

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 **3/23/2026** (which is the first day of **H-300-26013-554853**), then beginning **7/21/2026** 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 3/23/2026 you likely would have earned  hours by 7/21/2026 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 stick 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-300-26013-554853 ending on 10/31/2026 is applicable to workers employed by Ridgecrest Farming, LLC at the following housing sites: 8592 60th St.  Fremont MI 49412 NEWAYGO COUNTY, 9307 56th St. , Fremont, MICHIGAN, 49412, OCEANA COUNTY; 2747 E. Scout Rd., Hart, MICHIGAN, 49420, OCEANA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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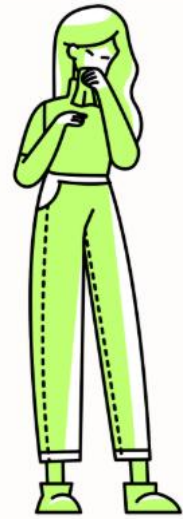
# Feeling sick? You may be eligible for paid time off!

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 **6/20/2026** (which is the first day of **H-300-26107-807711**), then beginning **10/18/2026** 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 **36** hours per week since 6/20/2026 you likely would have earned  hours by 10/18/2026 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 stick 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-300-26107-807711 ending on 10/31/2026 is applicable to workers employed by Manzana LLC at the following housing sites: 5565 S Dickinson Ave Fremont MI 49412 NEWAYGO COUNTY, 8850 Peachridge, Sparta, MICHIGAN, 49345, OTTAWA COUNTY; 8778 Montcalm Ave, Belding, MICHIGAN, 48809, OTTAWA COUNTY; 4537 12 Mile Rd, Sparta, MICHIGAN, 49403, OTTAWA COUNTY; 932 Coolidge, Conklin, MICHIGAN, 49403, OTTAWA COUNTY; 994 Coolidge, Conklin, MICHIGAN, 49403, OTTAWA COUNTY; 8850 Fruit Ridge, Sparta, MICHIGAN, 49403, OTTAWA COUNTY; 20717 8th Ave, Conklin, MICHIGAN, 49403, OTTAWA COUNTY; 944 Coolidge, Conklin, MICHIGAN, 49403, OTTAWA COUNTY; 705 Roosevelt, Conklin, MICHIGAN, 49403, OTTAWA COUNTY; 1919 Coolidge, Conklin, MICHIGAN, 49403, OTTAWA COUNTY.

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

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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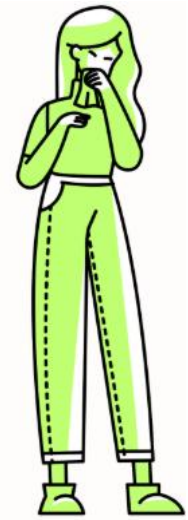
# Feeling sick? You may be eligible for paid time off!



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 **4/28/2026** (which is the first day of **H-300-26058-668691**), then beginning **8/26/2026** 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 4/28/2026 you likely would have earned  hours by 8/26/2026 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 stick 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-300-26058-668691 ending on 12/15/2026 is applicable to workers employed by Meadowbrook Acres Inc. at the following housing sites: 3001 7-Mile Road South Lyon MI 48178 OAKLAND COUNTY, 434 E. Lake Street, South Lyon, MICHIGAN, 48178, OAKLAND 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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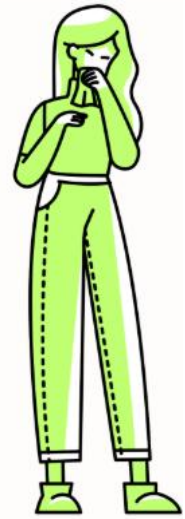
LEO - ESTA Information

Farmworker Legal Services

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 **4/21/2026** (which is the first day of **H-300-26066-687267**), then beginning **8/19/2026** 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 4/21/2026 you likely would have earned  hours by 8/19/2026 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 stick 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-300-26066-687267 ending on 11/19/2026 is applicable to workers employed by Reinhold Reinhold Farms Inc at the following housing sites: 1393 Gambrell Drive Unit 205 Pontiac MI 48340 OAKLAND 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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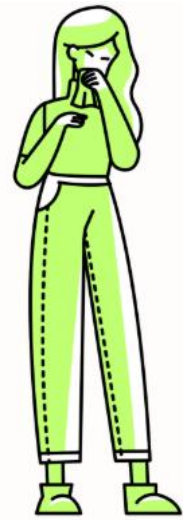
LEO - ESTA Information

Farmworker Legal Services

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 **3/9/2026** (which is the first day of **H-300-26007-541922**), then beginning **7/7/2026** 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 3/9/2026 you likely would have earned  hours by 7/7/2026 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 stick 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-300-26007-541922 ending on 11/20/2026 is applicable to workers employed by Milarch Nursery, Inc at the following housing sites: 42344 Fountain Park Dr S Novi MI 48375 OAKLAND 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).

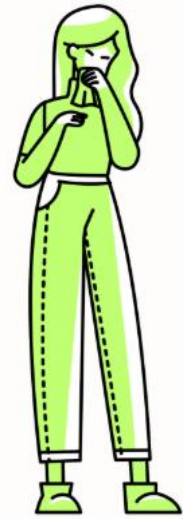
LEO - ESTA Information

Farmworker Legal Services

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 **3/9/2026** (which is the first day of **H-300-26007-541901**), then beginning **7/7/2026** 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 3/9/2026 you likely would have earned  hours by 7/7/2026 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 stick 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-300-26007-541901 ending on 11/20/2026 is applicable to workers employed by Milarch Nursery, Inc at the following housing sites: 25613 Fountain Park Dr E., #2 Novi MI 48375 OAKLAND 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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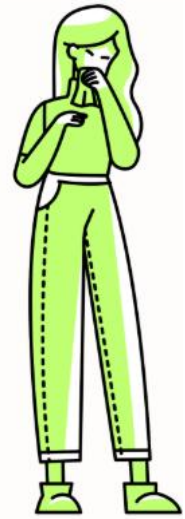
LEO - ESTA Information

Farmworker Legal Services

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 **4/17/2026** (which is the first day of **H-300-26047-643716**), then beginning **8/15/2026** 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 4/17/2026 you likely would have earned  hours by 8/15/2026 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?

**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 stick 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-300-26047-643716 ending on 11/11/2026 is applicable to workers employed by Robert Long at the following housing sites: 1400 Sugden Rd White Lake MI 48386 OAKLAND 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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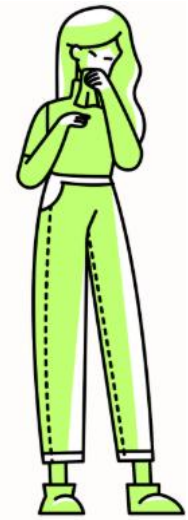
LEO - ESTA Information

Farmworker Legal Services

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 **1/2/2026** (which is the first day of **H-300-25307-365035**), then beginning **5/2/2026** 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 1/2/2026 you likely would have earned  hours by 5/2/2026 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 stick 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-300-25307-365035 ending on 10/31/2026 is applicable to workers employed by Rooker Training Stable, Inc. at the following housing sites: 14042 Iroquois Woods Drive Fenton MI 48430 OAKLAND 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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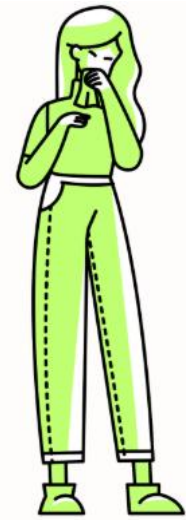
LEO - ESTA Information

Farmworker Legal Services

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 **6/1/2026** (which is the first day of **H-300-26078-714668**), then beginning **9/29/2026** 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 **36** hours per week since 6/1/2026 you likely would have earned  hours by 9/29/2026 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 stick 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-300-26078-714668 ending on 10/15/2026 is applicable to workers employed by Midwest Fruit Processing Association at the following housing sites: 20717 8th Avenue  Conklin MI 49403 OCEANA COUNTY, 705 Roosevelt, Conklin, MICHIGAN, 49403, KENT COUNTY; 4537 12 Mile  Road, Sparta, MICHIGAN, 49345, KENT COUNTY; 1919 Coolidge, Conklin, MICHIGAN, 49403, KENT 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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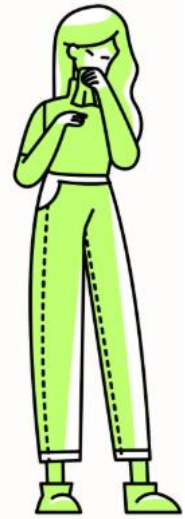
LEO - ESTA Information

Farmworker Legal Services

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 **5/10/2026** (which is the first day of **H-300-26070-697019**), then beginning **9/7/2026** 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 5/10/2026 you likely would have earned  hours by 9/7/2026 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 stick 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-300-26070-697019 ending on 11/30/2026 is applicable to workers employed by Heritage Farming Enterprises, LLC at the following housing sites: 9405 E Cleveland Rd Fremont MI 49412 OCEANA 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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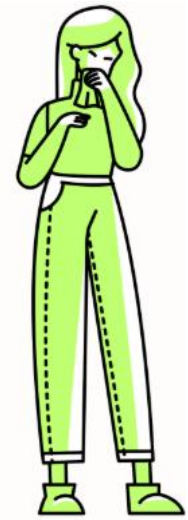
LEO - ESTA Information

Farmworker Legal Services

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 **2/10/2026** (which is the first day of **H-300-25337-455510**), then beginning **6/10/2026** 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 **50** hours per week since 2/10/2026 you likely would have earned  hours by 6/10/2026 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 stick 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-300-25337-455510 ending on 12/4/2026 is applicable to workers employed by Ken Oomen, Inc. at the following housing sites: 5569 136th Avenue Hart MI 49420 OCEANA COUNTY, 1616 E Jackson Rd, Hart, MICHIGAN, 49420, OCEANA COUNTY; 5571 N 126th Ave, Hart, MICHIGAN, 49420, OCEANA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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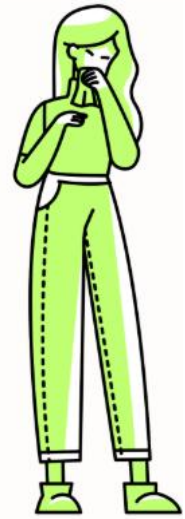
# Feeling sick? You may be eligible for paid time off!

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 **3/8/2026** (which is the first day of **H-300-26007-540691**), then beginning **7/6/2026** 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 3/8/2026 you likely would have earned  hours by 7/6/2026 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 stick 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-300-26007-540691 ending on 12/1/2026 is applicable to workers employed by Ralph Oomen, Inc. at the following housing sites: 7624 N 120th Ave Hart MI 49420 OCEANA 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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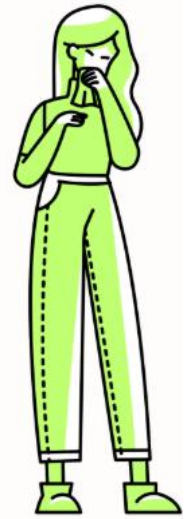
LEO - ESTA Information

Farmworker Legal Services

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 **3/12/2026** (which is the first day of **H-300-26011-550461**), then beginning **7/10/2026** 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 3/12/2026 you likely would have earned  hours by 7/10/2026 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 stick 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-300-26011-550461 ending on 11/15/2026 is applicable to workers employed by Herrygers Farms, LLC at the following housing sites: 3954 E Hazel Road Hart MI 49420 OCEANA 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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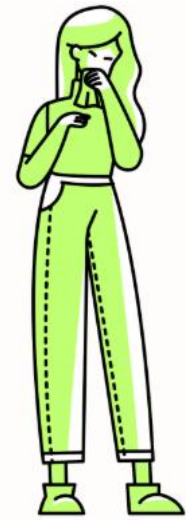
LEO - ESTA Information

Farmworker Legal Services

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-300-26043-637691**), 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 **36** 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 stick 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-300-26043-637691 ending on 11/15/2026 is applicable to workers employed by Ken Oomen, Inc. at the following housing sites: 5569 136th Avenue Hart MI 49420 OCEANA COUNTY, 5571 N 126th Ave., Hart, MICHIGAN, 49420, OCEANA COUNTY; 2369 Jackson Road, Hart, MICHIGAN, 49420, OCEANA COUNTY; 1623 E Jackson, Hart, MICHIGAN, 49420, OCEANA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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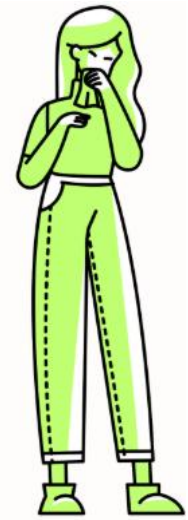
# Feeling sick? You may be eligible for paid time off!

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 **4/27/2026** (which is the first day of **H-300-26043-637698**), 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 **36** 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 stick 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-300-26043-637698 ending on 11/14/2026 is applicable to workers employed by Ken Oomen, Inc. at the following housing sites: 5569 136th Avenue Hart MI 49420 OCEANA COUNTY, 1623 E Jackson, Hart, MICHIGAN, 49420, OCEANA COUNTY; 5571 N 126th Ave., Hart, MICHIGAN, 49420, OCEANA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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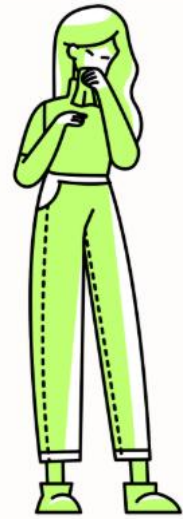
# Feeling sick? You may be eligible for paid time off!

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 **4/27/2026** (which is the first day of **H-300-26043-637640**), 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 **36** 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 stick 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-300-26043-637640 ending on 11/14/2026 is applicable to workers employed by Ken Oomen, Inc. at the following housing sites: 5569 136th Avenue Hart MI 49420 OCEANA COUNTY, 1623 E Jackson, Hart, MICHIGAN, 49420, OCEANA COUNTY; 5571 N 126th Ave., Hart, MICHIGAN, 49420, OCEANA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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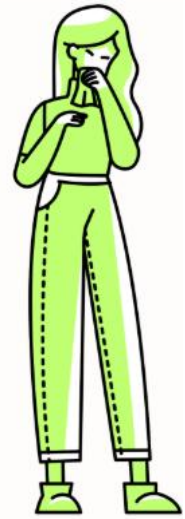
# Feeling sick? You may be eligible for paid time off!

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 **4/27/2026** (which is the first day of **H-300-26049-647168**), 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 **39** 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 stick 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-300-26049-647168 ending on 11/10/2026 is applicable to workers employed by Overlook Harvesting Company, LLC at the following housing sites: 5159 North 120th Ave

Hart MI 49420 OCEANA COUNTY, 7430 North 120th Avenue, Hart, MICHIGAN, 49420, OCEANA COUNTY; 836 East Harrison, Hart, MICHIGAN, 49420, OCEANA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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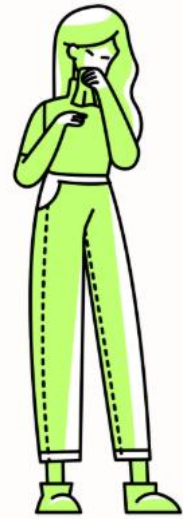
# Feeling sick? You may be eligible for paid time off!

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 **4/27/2026** (which is the first day of **H-300-26049-647166**), 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 **36** 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 stick 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-300-26049-647166 ending on 9/17/2026 is applicable to workers employed by Overlook Harvesting Company, LLC at the following housing sites: 3744 East Winter Road

Hart MI 49420 OCEANA COUNTY, 3841 East Winter Road, Hart, MICHIGAN, 49420, OCEANA COUNTY; 5691 North 126th, Hart, MICHIGAN, 49420, OCEANA 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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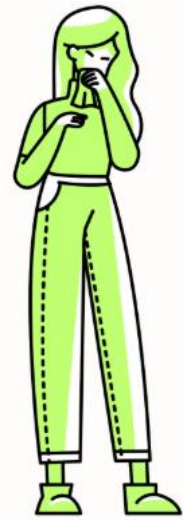
LEO - ESTA Information

Farmworker Legal Services

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 **4/6/2026** (which is the first day of **H-300-26035-618931**), 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 **40** hours per week since 4/6/2026 you likely would have earned  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 stick 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-300-26035-618931 ending on 11/10/2026 is applicable to workers employed by Vinke Orchards Inc. at the following housing sites: 7191 W Winston Rd. Montague MI 49437 OCEANA 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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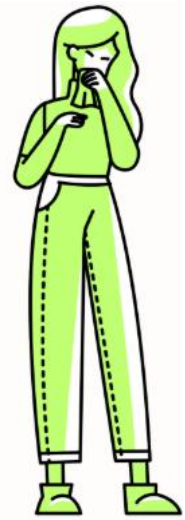
LEO - ESTA Information

Farmworker Legal Services

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 **3/31/2026** (which is the first day of **H-300-26030-605934**), then beginning **7/29/2026** 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 3/31/2026 you likely would have earned  hours by 7/29/2026 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 stick 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-300-26030-605934 ending on 11/15/2026 is applicable to workers employed by N.J. Fox & Sons, Inc. at the following housing sites: 2516 W Grant Road New Era MI 49446 OCEANA COUNTY, 4503 E Harrison Road, Walkerville, MICHIGAN, 49459, OCEANA COUNTY; 4192 152nd, Walkerville, MICHIGAN, 49459, OCEANA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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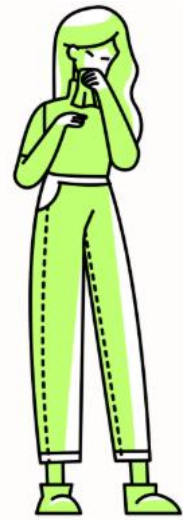
# Feeling sick? You may be eligible for paid time off!

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 **4/6/2026** (which is the first day of **H-300-26022-581467**), 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 **36** hours per week since 4/6/2026 you likely would have earned  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 stick 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-300-26022-581467 ending on 11/3/2026 is applicable to workers employed by Lewis Orchards Inc. at the following housing sites: 3847 W. Arthur Road New Era MI 49446 OCEANA COUNTY, 5171 S Water Road, New Era, MICHIGAN, 49446, OCEANA COUNTY; 5210 S Water Road, New Era, MICHIGAN, 49446, OCEANA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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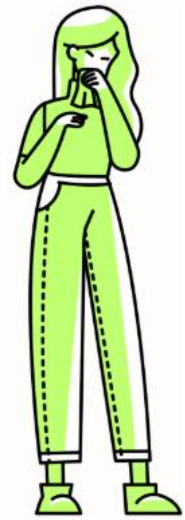
# Feeling sick? You may be eligible for paid time off!

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 **4/6/2026** (which is the first day of **H-300-26022-581863**), 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 **36** hours per week since 4/6/2026 you likely would have earned  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 stick 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-300-26022-581863 ending on 11/3/2026 is applicable to workers employed by Lewis Orchards Inc. at the following housing sites: 3847 W. Arthur Road New Era MI 49446 OCEANA COUNTY, 5171 S Water Road, New Era, MICHIGAN, 49446, OCEANA COUNTY; 5210 S Water Road, New Era, MICHIGAN, 49446, OCEANA 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.

LEO - ESTA Information

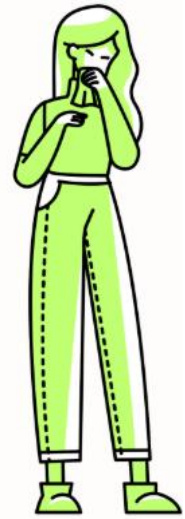
Farmworker Legal Services

FLS - Injuries and Illness

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).

# 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 **4/20/2026** (which is the first day of **H-300-26050-651376**), then beginning **8/18/2026** 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 4/20/2026 you likely would have earned  hours by 8/18/2026 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 stick 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-300-26050-651376 ending on 11/15/2026 is applicable to workers employed by N.J. Fox & Sons, Inc. at the following housing sites: 2516 W Grant Road New Era MI 49446 OCEANA 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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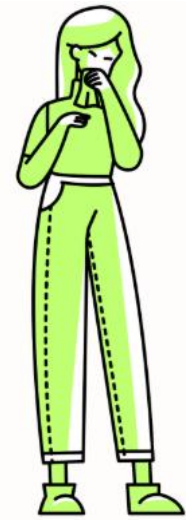
LEO - ESTA Information

Farmworker Legal Services

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 **5/2/2026** (which is the first day of **H-300-26062-677337**), then beginning **8/30/2026** 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 **48** hours per week since 5/2/2026 you likely would have earned  hours by 8/30/2026 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?

**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 stick 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-300-26062-677337 ending on 12/21/2026 is applicable to workers employed by OPC Arbre Farms, LLC at the following housing sites: 8172 E Monroe Walkerville MI 49450 OCEANA 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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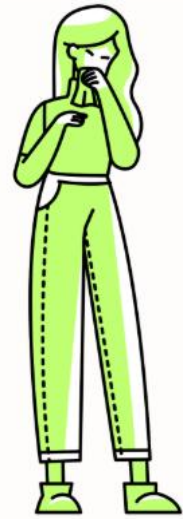
LEO - ESTA Information

Farmworker Legal Services

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 **6/19/2026** (which is the first day of **H-300-26097-766534**), then beginning **10/17/2026** 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 6/19/2026 you likely would have earned  hours by 10/17/2026 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 stick 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-300-26097-766534 ending on 12/21/2026 is applicable to workers employed by OPC Arbre Farms, LLC at the following housing sites: 8172 E Monroe Walkerville MI 49450 OCEANA COUNTY, 7970 E Monroe, Walkerville, MICHIGAN, 49450, OAKLAND 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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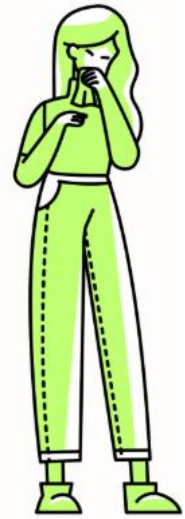
LEO - ESTA Information

Farmworker Legal Services

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 **6/19/2026** (which is the first day of **H-300-26098-768784**), then beginning **10/17/2026** 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 6/19/2026 you likely would have earned  hours by 10/17/2026 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 stick 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-300-26098-768784 ending on 12/21/2026 is applicable to workers employed by OPC Arbre Farms, LLC at the following housing sites: 8172 E Monroe Walkerville MI 49450 OCEANA COUNTY, 7970 E Monroe, Walkerville, MICHIGAN, 49450, OAKLAND 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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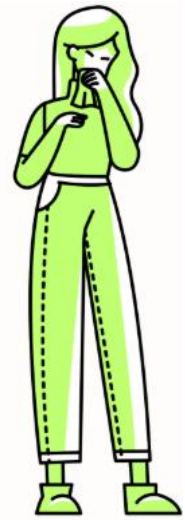
LEO - ESTA Information

Farmworker Legal Services

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 **4/6/2026** (which is the first day of **H-300-26035-619358**), 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 **40** hours per week since 4/6/2026 you likely would have earned  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 stick 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-300-26035-619358 ending on 12/10/2026 is applicable to workers employed by K J Harvesting, LLC at the following housing sites: 7788 W Woodrow Road Shelby MI 49455 OCEANA COUNTY, 2320 W. Baseline Rd., Shelby, MICHIGAN, 49455, OCEANA COUNTY; 1318 S. Oceana Drive, Shelby, MICHIGAN, 49455, OCEANA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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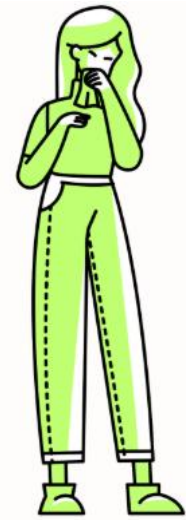
# Feeling sick? You may be eligible for paid time off!

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 **5/1/2026** (which is the first day of **H-300-26048-644561**), 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  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 stick 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-300-26048-644561 ending on 12/31/2026 is applicable to workers employed by Hearty Acres LLC at the following housing sites: 94 S. 24th Ave. Shelby MI 49455 OCEANA COUNTY, 3363 Brunson Rd., Ludington, MICHIGAN, 49431, KENT COUNTY; 3888 Ten Mile Road NW, Sparta, MICHIGAN, 49345, KENT COUNTY; 217 W. Filmore Rd., Hart, MICHIGAN, 49420, KENT COUNTY; 8287 W Stone Rd, Shelby, MICHIGAN, 49455, KENT COUNTY; 2319 E Taylor, Hart, MICHIGAN, 49420, KENT COUNTY; 6019 W Deer Rd., Mears, MICHIGAN, 49436, KENT COUNTY; 378 S 28th Ave, Shelby, MICHIGAN, 49455, KENT 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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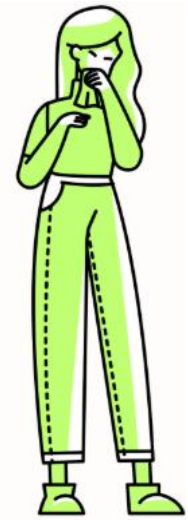
# Feeling sick? You may be eligible for paid time off!

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 **4/12/2026** (which is the first day of **H-300-26042-632747**), then beginning **8/10/2026** 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 4/12/2026 you likely would have earned  hours by 8/10/2026 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 stick 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-300-26042-632747 ending on 11/29/2026 is applicable to workers employed by D & J and Sons Harvesting, Inc. at the following housing sites: 2324 S 100th Ave Shelby MI 49455 OCEANA COUNTY, 2587 E Polk Rd, Hart, MICHIGAN, 49420, OCEANA COUNTY; 7191 W Winston Road, Montague, MICHIGAN, 49437, OCEANA COUNTY; 5282 S 48th Ave, New Era, MICHIGAN, 49446, OCEANA COUNTY; 6095 W Taylor Rd, Mears, MICHIGAN, 49436, OCEANA COUNTY; 2747 E Scout Rd, Hart, MICHIGAN, 49420, OCEANA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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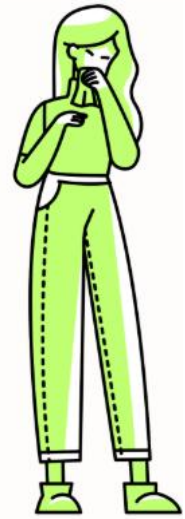
# Feeling sick? You may be eligible for paid time off!

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 **4/12/2026** (which is the first day of **H-300-26042-632720**), then beginning **8/10/2026** 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 4/12/2026 you likely would have earned  hours by 8/10/2026 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 stick 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-300-26042-632720 ending on 11/29/2026 is applicable to workers employed by D & J and Sons Harvesting, Inc. at the following housing sites: 2324 S 100th Ave Shelby MI 49455 OCEANA COUNTY, 2747 E Scout Rd, Hart, MICHIGAN, 49420, OCEANA COUNTY; 7191 W Winston Road, Montague, MICHIGAN, 49437, OCEANA COUNTY; 6095 W Taylor Rd, Mears, MICHIGAN, 49436, OCEANA COUNTY; 5282 S 48th Ave, New Era, MICHIGAN, 49446, OCEANA COUNTY; 2587 E Polk Rd, Hart, MICHIGAN, 49420, OCEANA 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.

LEO - ESTA Information

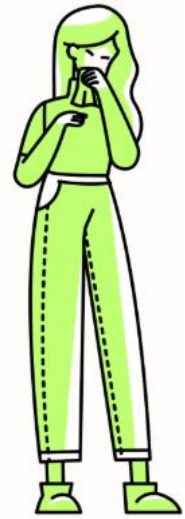
Farmworker Legal Services

FLS - Injuries and Illness

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).

# 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-300-26044-638461**), 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 stick 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-300-26044-638461 ending on 11/30/2026 is applicable to workers employed by New Era's American Apple LLC at the following housing sites: 2330 S 100th Avenue Shelby MI 49455 OCEANA COUNTY, 2324 S 100th Ave, Shelby, MICHIGAN, 49455, OCEANA 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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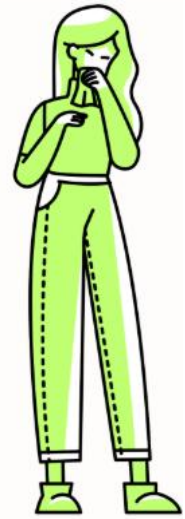
LEO - ESTA Information

Farmworker Legal Services

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 **4/6/2026** (which is the first day of **H-300-26035-618670**), 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 **37** hours per week since 4/6/2026 you likely would have earned  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 stick 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-300-26035-618670 ending on 11/15/2026 is applicable to workers employed by J & H Fleming Farms, Inc. at the following housing sites: 2248 South 96th Ave. Shelby MI 49455 OCEANA 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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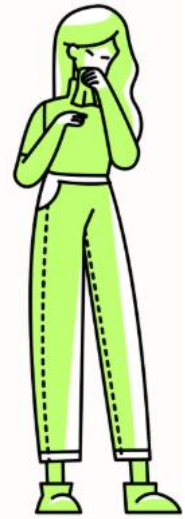
LEO - ESTA Information

Farmworker Legal Services

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 **4/20/2026** (which is the first day of **H-300-26044-640428**), then beginning **8/18/2026** 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 **36** hours per week since 4/20/2026 you likely would have earned  hours by 8/18/2026 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 stick 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-300-26044-640428 ending on 11/15/2026 is applicable to workers employed by Manzana LLC at the following housing sites: 2330 S 100th Ave Shelby MI 49455 OCEANA COUNTY, 9405 E. Cleveland Rd, Fremont, MICHIGAN, 49412, NEWAYGO COUNTY; 932 Coolidge, Conklin, MICHIGAN, 49403, NEWAYGO COUNTY; 994 Coolidge, Conklin, MICHIGAN, 49403, NEWAYGO COUNTY; 5192 S. 164th, Hesperia, MICHIGAN, 49421, NEWAYGO 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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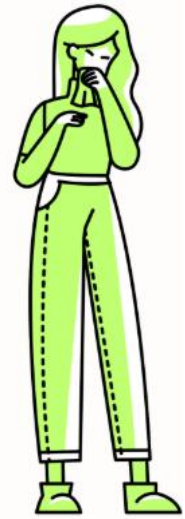
LEO - ESTA Information

Farmworker Legal Services

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 **5/18/2026** (which is the first day of **H-300-26092-750927**), 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 **40** hours per week since 5/18/2026 you likely would have earned  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.**

## 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 stick 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-300-26092-750927 ending on 11/14/2026 is applicable to workers employed by More Crops LLC at the following housing sites: 2182 W. Shelby Rd. Shelby MI 49455 OCEANA COUNTY, 1731 E Minke  Rd., Hart, MICHIGAN, 49420, OCEANA COUNTY; 141 W Tyler Rd., Hart, MICHIGAN, 49420, OCEANA COUNTY; 3635 W. Jackson Rd., Hart, MICHIGAN, 49420, OCEANA COUNTY; 4286 E Hazel Rd., Hart, MICHIGAN, 49420, OCEANA COUNTY; 1908 N 48th Ave., Mears, MICHIGAN, 49436, OCEANA COUNTY; 6827 N. 126th. Ave., Hart, MICHIGAN, 49420, OCEANA COUNTY; 94 S 24th Ave., Shelby, MICHIGAN, 49455, OCEANA COUNTY; 2706 E Hammett Rd., Hart, MICHIGAN, 49420, OCEANA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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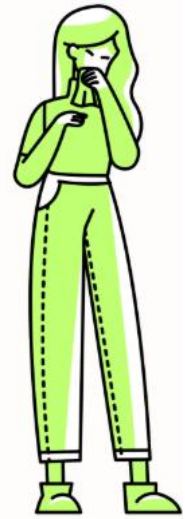
# Feeling sick? You may be eligible for paid time off!

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 **5/1/2026** (which is the first day of **H-300-26061-674377**), 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 **48** hours per week since 5/1/2026 you likely would have earned  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 stick 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-300-26061-674377 ending on 12/21/2026 is applicable to workers employed by OPC Arbre Farms, LLC at the following housing sites: 7970 E Monroe Road Walkerville MI 49459 OCEANA 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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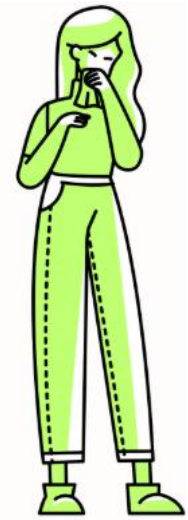
LEO - ESTA Information

Farmworker Legal Services

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 **5/15/2026** (which is the first day of **H-300-26061-674116**), then beginning **9/12/2026** 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 5/15/2026 you likely would have earned  hours by 9/12/2026 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.**

## 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 stick 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-300-26061-674116 ending on 12/16/2026 is applicable to workers employed by Professional Swine Employment, LLC at the following housing sites: 6093 North Maple Island Walkerville MI 49459 OCEANA COUNTY, 10770 North Maple Island, Walkerville, MICHIGAN, 49459, OCEANA COUNTY; 6135 North Maple Island, Walkerville, MICHIGAN, 49459, OCEANA 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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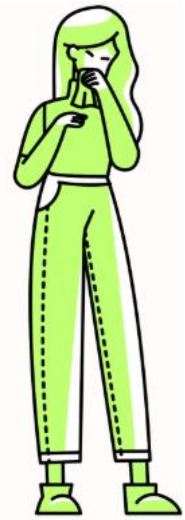
LEO - ESTA Information

Farmworker Legal Services

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 **12/2/2025** (which is the first day of **H-300-25265-325543**), then beginning **4/1/2026** 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 12/2/2025 you likely would have earned  hours by 4/1/2026 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 stick 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-300-25265-325543 ending on 5/31/2026 is applicable to workers employed by Professional Swine Employment, LLC at the following housing sites: 6093 North Maple Island Walkerville MI 49459 OCEANA COUNTY, 6135 North Maple Island, Walkerville, MICHIGAN, 49459, OCEANA COUNTY; 10770 North Maple Island, Walkerville, MICHIGAN, 49459, OCEANA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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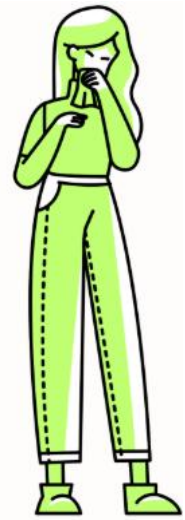
# Feeling sick? You may be eligible for paid time off!

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 **5/4/2026** (which is the first day of **H-300-26064-683420**), then beginning **9/1/2026** 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 5/4/2026 you likely would have earned  hours by 9/1/2026 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 stick 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-300-26064-683420 ending on 12/19/2026 is applicable to workers employed by Arlene Resource Management LLC at the following housing sites: 5698 40th Ave Sears MI 48679 OSCEOLA COUNTY, 5698 40th Ave, Sears, MICHIGAN, 48679, OSCEOLA 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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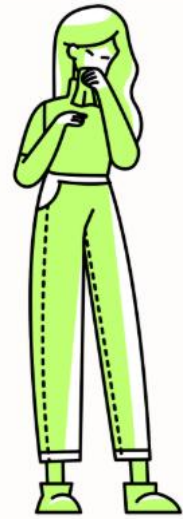
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25354-500187**), 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 **40** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25354-500187 ending on 12/20/2026 is applicable to workers employed by Arlene Resource Management LLC at the following housing sites: 4281 US 10  - Promor Camp 1 Sears MI 49649679 OSCEOLA COUNTY, 4281 US 10, Sears, MICHIGAN, 49679, OSCEOLA COUNTY; 4415 US 10 - Promor Camp 2, Sears, MICHIGAN, 49679, OSCEOLA COUNTY; 5698 40th Ave, Sears, MICHIGAN, 49679, OSCEOLA 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).

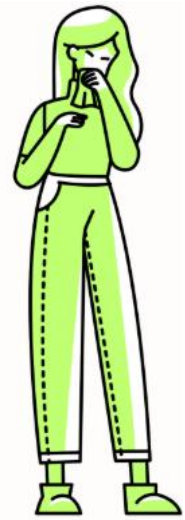
LEO - ESTA Information

Farmworker Legal Services

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 **3/9/2026** (which is the first day of **H-300-25365-518673**), then beginning **7/7/2026** 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 **54** hours per week since 3/9/2026 you likely would have earned  hours by 7/7/2026 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 stick 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-300-25365-518673 ending on 11/1/2026 is applicable to workers employed by Walther Farms LLC - MI at the following housing sites: 11851 Alba Road Elmira MI 49730 OTSEGO COUNTY, 4960 Tebo School Rd, Boyne City , MICHIGAN, 49712, OTSEGO COUNTY; 8761 M32, Elmira, MICHIGAN, 49730, OTSEGO COUNTY; 8944 M32, Elmira, MICHIGAN, 49730, OTSEGO COUNTY; 2346 Camp 10 Rd, Elmira, MICHIGAN, 49730, OTSEGO COUNTY; 2433 Charles Street, Elmira, MICHIGAN, 49730, OTSEGO 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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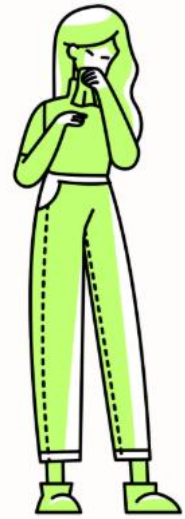
# Feeling sick? You may be eligible for paid time off!

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 **5/20/2026** (which is the first day of **H-300-26068-689739**), then beginning **9/17/2026** 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 **54** hours per week since 5/20/2026 you likely would have earned  hours by 9/17/2026 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 stick 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-300-26068-689739 ending on 9/25/2026 is applicable to workers employed by Walther Farms LLC - MI at the following housing sites: 11851 Alba Road Elmira MI 49730 OTSEGO COUNTY, 2346 Camp 10 Rd, Elmira, MICHIGAN, 49730, OTSEGO COUNTY; 4960 Tebo School Rd, Boyne City, MICHIGAN, 49712, OTSEGO 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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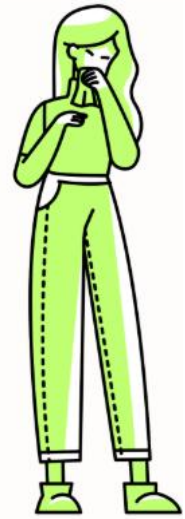
# Feeling sick? You may be eligible for paid time off!

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 **3/1/2026** (which is the first day of **H-300-25351-490164**), 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 **36** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25351-490164 ending on 11/15/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - Great Lakes at the following housing sites: 10040 Poplar Avenue (Unit 1, 5, 6, 7) Grant MI 49327 OTTAWA COUNTY, 20633 8th Avenue, Conklin, MICHIGAN, 49403, OCEANA COUNTY; 4940 Pine Acres Drive (Unit 1, 2, 3, 4), Holland, MICHIGAN, 49424, OCEANA COUNTY; 1705 N 48th Ave, Mears, MICHIGAN, 49436, OCEANA 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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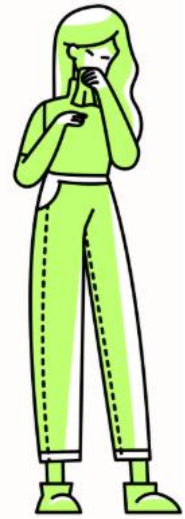
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25351-490129**), 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 **45** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25351-490129 ending on 11/15/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - Great Lakes at the following housing sites: 10040 Poplar Avenue (Unit 1, 5, 6, 7) Grant MI 49327 OTTAWA COUNTY, 20633 8th Avenue, Conklin, MICHIGAN, 49403, OCEANA COUNTY; 1705 N 48th Ave, Mears, MICHIGAN, 49436, OCEANA COUNTY; 4940 Pine Acres Drive (Unit 1, 2, 3, 4), Holland, MICHIGAN, 49424, OCEANA 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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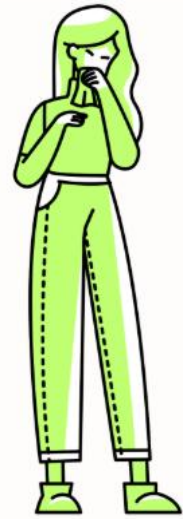
LEO - ESTA Information

Farmworker Legal Services

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 **1/1/2026** (which is the first day of **H-300-25308-370504**), then beginning **5/1/2026** 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 **36** hours per week since 1/1/2026 you likely would have earned  hours by 5/1/2026 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?

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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 stick 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-300-25308-370504 ending on 10/31/2026 is applicable to workers employed by Agrico Labor LLC at the following housing sites: 20717 8th Ave Conklin MI 49403 OTTAWA COUNTY, 20717 8th Ave, Conklin, MICHIGAN, 49403, OTTAWA 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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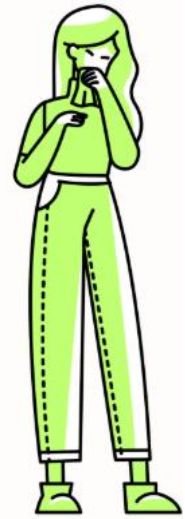
LEO - ESTA Information

Farmworker Legal Services

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 **1/1/2026** (which is the first day of **H-300-25305-354192**), then beginning **5/1/2026** 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 **36** hours per week since 1/1/2026 you likely would have earned  hours by 5/1/2026 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?

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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 stick 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-300-25305-354192 ending on 10/31/2026 is applicable to workers employed by Agrico Labor LLC at the following housing sites: 705 Roosevelt

Conklin MI 49403 OTTAWA COUNTY, 20717 8th Ave, Conklin, MICHIGAN, 49403, OTTAWA 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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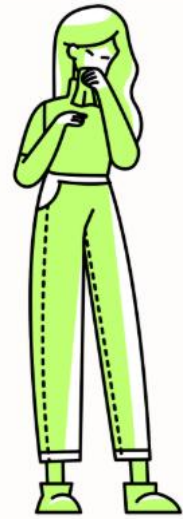
LEO - ESTA Information

Farmworker Legal Services

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 **1/30/2026** (which is the first day of **H-300-25335-446621**), then beginning **5/30/2026** 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 **37** hours per week since 1/30/2026 you likely would have earned  hours by 5/30/2026 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 stick 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-300-25335-446621 ending on 11/29/2026 is applicable to workers employed by Rising View Harvesting, LLC. at the following housing sites: 2500 Harding St. Conklin MI 49403 OTTAWA 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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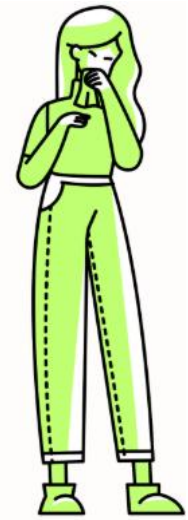
LEO - ESTA Information

Farmworker Legal Services

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 **1/12/2026** (which is the first day of **H-300-25309-376022**), then beginning **5/12/2026** 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 **36** hours per week since 1/12/2026 you likely would have earned  hours by 5/12/2026 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.**

## 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 stick 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-300-25309-376022 ending on 10/31/2026 is applicable to workers employed by Agrico Labor LLC at the following housing sites: 20717 8th Ave Conklin MI 49403 OTTAWA COUNTY, 20717 8th Ave, Conklin, MICHIGAN, 49403, OTTAWA 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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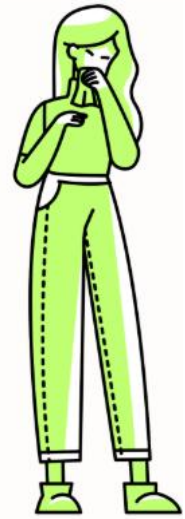
LEO - ESTA Information

Farmworker Legal Services

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 **1/12/2026** (which is the first day of **H-300-25309-376191**), then beginning **5/12/2026** 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 **36** hours per week since 1/12/2026 you likely would have earned  hours by 5/12/2026 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.**

## 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 stick 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-300-25309-376191 ending on 10/31/2026 is applicable to workers employed by Agrico Labor LLC at the following housing sites: 20717 8th Ave Conklin MI 49403 OTTAWA COUNTY, 20717 8th Ave, Conklin, MICHIGAN, 49403, OTTAWA 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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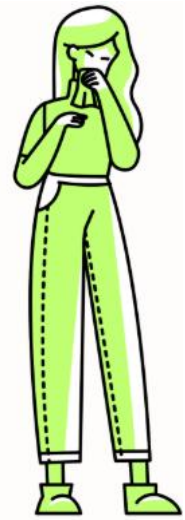
LEO - ESTA Information

Farmworker Legal Services

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 **1/1/2026** (which is the first day of **H-300-25308-369459**), then beginning **5/1/2026** 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 **36** hours per week since 1/1/2026 you likely would have earned  hours by 5/1/2026 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 stick 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-300-25308-369459 ending on 9/30/2026 is applicable to workers employed by Agrico Labor LLC at the following housing sites: 932 Coolidge Conklin MI 49403 OTTAWA COUNTY, 20717 8th Ave, Conklin, MICHIGAN, 49403, OTTAWA 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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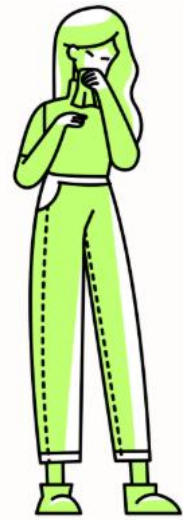
LEO - ESTA Information

Farmworker Legal Services

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 **1/1/2026** (which is the first day of **H-300-25308-369589**), then beginning **5/1/2026** 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 **36** hours per week since 1/1/2026 you likely would have earned  hours by 5/1/2026 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 stick 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-300-25308-369589 ending on 9/30/2026 is applicable to workers employed by Agrico Labor LLC at the following housing sites: 932 Coolidge Conklin MI 49403 OTTAWA COUNTY, 20717 8th Ave, Conklin, MICHIGAN, 49403, OTTAWA 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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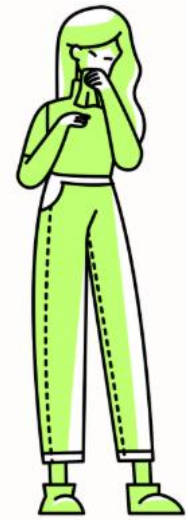
LEO - ESTA Information

Farmworker Legal Services

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 **2/23/2026** (which is the first day of **H-300-25365-519885**), then beginning **6/23/2026** 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 2/23/2026 you likely would have earned  hours by 6/23/2026 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 stick 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-300-25365-519885 ending on 11/15/2026 is applicable to workers employed by EDS Schoenborn Orchards, LLC at the following housing sites: 2500 Harding St Conklin MI 49403 OTTAWA 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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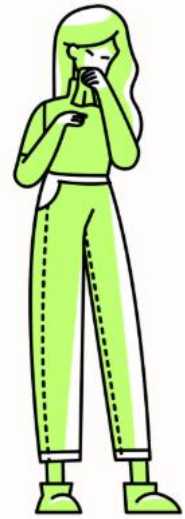
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25353-498336**), 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 **40** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25353-498336 ending on 11/18/2026 is applicable to workers employed by EDS Schoenborn Orchards at the following housing sites: 2500 Harding Street Conklin MI 49403 OTTAWA COUNTY, 19664 24th Ave, Conklin, MICHIGAN, 49403, OTTAWA 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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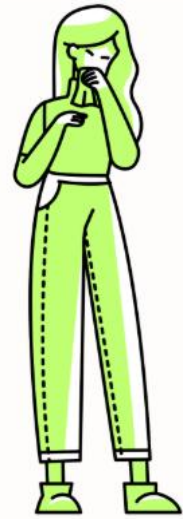
LEO - ESTA Information

Farmworker Legal Services

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 **2/24/2026** (which is the first day of **H-300-25360-512158**), then beginning **6/24/2026** 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 2/24/2026 you likely would have earned  hours by 6/24/2026 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 stick 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-300-25360-512158 ending on 11/1/2026 is applicable to workers employed by Ridgeview Orchards, LLC at the following housing sites: 1525 Wilson Ave Conklin MI 49403 OTTAWA COUNTY, 15119 Peach Ridge Ave, Kent City, MICHIGAN, 49330, OTTAWA COUNTY; 3509 18 Mile Road, Kent City, MICHIGAN, 49330, OTTAWA COUNTY; 3600 18 Mile Road, Kent City, MICHIGAN, 49330, OTTAWA COUNTY; 410 Wilson Ave, Conklin, MICHIGAN, 49403, OTTAWA 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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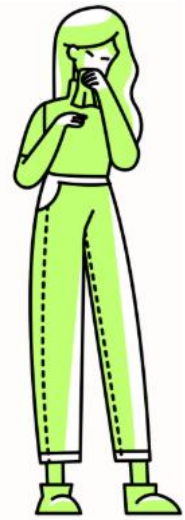
LEO - ESTA Information

Farmworker Legal Services

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 **1/1/2026** (which is the first day of **H-300-25308-369259**), then beginning **5/1/2026** 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 **36** hours per week since 1/1/2026 you likely would have earned  hours by 5/1/2026 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 stick 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-300-25308-369259 ending on 8/1/2026 is applicable to workers employed by Agrico Labor LLC at the following housing sites: 20717 8th Ave Conklin MI 49403 OTTAWA COUNTY, 932 Coolidge Conklin, Michigan 49403, OTTAWA 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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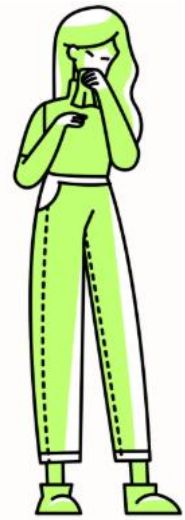
LEO - ESTA Information

Farmworker Legal Services

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 **1/1/2026** (which is the first day of **H-300-25308-369394**), then beginning **5/1/2026** 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 **36** hours per week since 1/1/2026 you likely would have earned  hours by 5/1/2026 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 stick 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-300-25308-369394 ending on 8/1/2026 is applicable to workers employed by Agrico Labor LLC at the following housing sites: 20717 8th Ave Conklin MI 49403 OTTAWA COUNTY, 932 Coolidge Conklin, Michigan 49403, OTTAWA 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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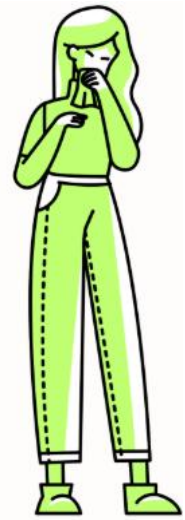
LEO - ESTA Information

Farmworker Legal Services

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 **3/6/2026** (which is the first day of **H-300-25362-512602**), then beginning **7/4/2026** 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 **36** hours per week since 3/6/2026 you likely would have earned  hours by 7/4/2026 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 stick 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-300-25362-512602 ending on 10/3/2026 is applicable to workers employed by Manzana LLC at the following housing sites: 944 Coolidge Conklin MI 49403 OTTAWA COUNTY, 20717 8th Ave, Conklin, MICHIGAN, 49403, OTTAWA 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).

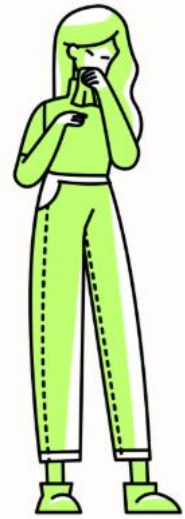
LEO - ESTA Information

Farmworker Legal Services

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 **3/6/2026** (which is the first day of **H-300-25362-512604**), then beginning **7/4/2026** 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 **36** hours per week since 3/6/2026 you likely would have earned  hours by 7/4/2026 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 stick 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-300-25362-512604 ending on 10/3/2026 is applicable to workers employed by Manzana LLC at the following housing sites: 944 Coolidge Conklin MI 49403 OTTAWA COUNTY, 20717 8th Ave, Conklin, MICHIGAN, 49403, OTTAWA 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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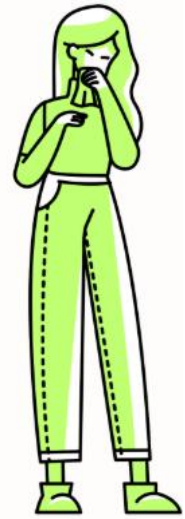
LEO - ESTA Information

Farmworker Legal Services

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 **6/15/2026** (which is the first day of **H-300-26105-795365**), then beginning **10/13/2026** 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 **35** hours per week since 6/15/2026 you likely would have earned  hours by 10/13/2026 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 stick 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-300-26105-795365 ending on 11/15/2026 is applicable to workers employed by Martinez Trimming and Hand Harvesting LLC at the following housing sites: 17647 40th Ave Conklin MI 49403 OTTAWA COUNTY, 17911 Kenowa Ave, Conklin, MICHIGAN, 49403, OTTAWA COUNTY;  8380 Kenowa Ave, Sparta, MICHIGAN, 49345, OTTAWA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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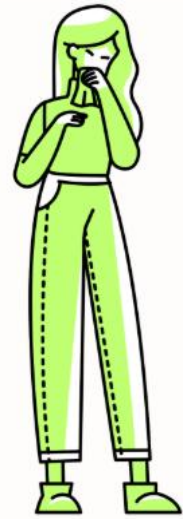
# Feeling sick? You may be eligible for paid time off!

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 **5/18/2026** (which is the first day of **H-300-26098-770068**), 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 **40** hours per week since 5/18/2026 you likely would have earned  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.**

## 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 stick 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-300-26098-770068 ending on 10/10/2026 is applicable to workers employed by EDS Schoenborn Orchards, LLC at the following housing sites: 2500 Harding St Conklin MI 49403 OTTAWA 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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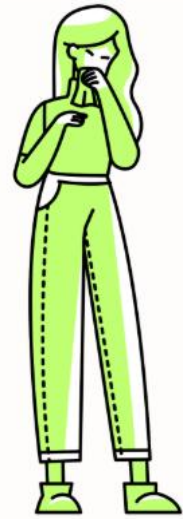
LEO - ESTA Information

Farmworker Legal Services

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 **6/22/2026** (which is the first day of **H-300-26114-829771**), then beginning **10/20/2026** 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 6/22/2026 you likely would have earned  hours by 10/20/2026 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 stick 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-300-26114-829771 ending on 10/25/2026 is applicable to workers employed by Homestead Orchards, LLC at the following housing sites: 1335 Wilson Street Conklin MI 49403 OTTAWA COUNTY, 18061 24th Ave, Conklin, MICHIGAN, 49403, OTTAWA 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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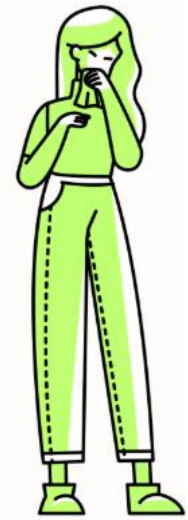
LEO - ESTA Information

Farmworker Legal Services

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 **7/9/2026** (which is the first day of **H-300-26117-838666**), then beginning **11/6/2026** 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 7/9/2026 you likely would have earned  hours by 11/6/2026 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 stick 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-300-26117-838666 ending on 11/13/2026 is applicable to workers employed by Gavin Orchards, L.L.C. at the following housing sites: 16321 40th Avenue Coopersville MI 49404 OTTAWA 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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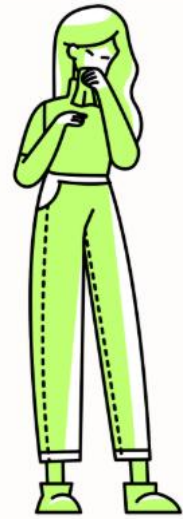
LEO - ESTA Information

Farmworker Legal Services

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-300-26030-605340**), 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 stick 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-300-26030-605340 ending on 12/31/2026 is applicable to workers employed by S & L Blueberry Farm LLC at the following housing sites: 18999 130th Ave Fruitport MI 49415 OTTAWA 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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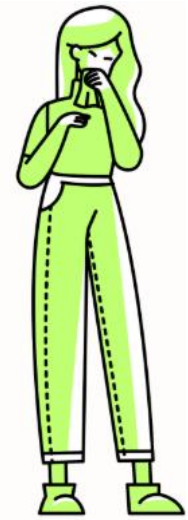
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25364-515130**), 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 **40** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25364-515130 ending on 12/31/2026 is applicable to workers employed by Arlene Resource Management LLC at the following housing sites: 12331 Rich Street Grand Haven MI 49417 OTTAWA 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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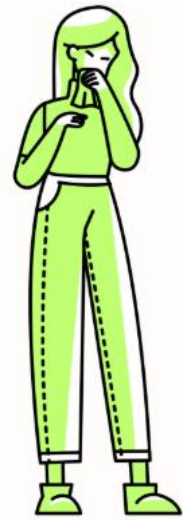
LEO - ESTA Information

Farmworker Legal Services

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 **5/4/2026** (which is the first day of **H-300-26049-649039**), then beginning **9/1/2026** 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 **48** hours per week since 5/4/2026 you likely would have earned  hours by 9/1/2026 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 stick 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-300-26049-649039 ending on 11/20/2026 is applicable to workers employed by Spring Meadow Nursery, Inc. at the following housing sites: 12652 120th Avenue Grand Haven MI 49417 OTTAWA COUNTY, 12876 120th Ave, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12588 120th Avenue, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12700 120th Avenue, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12056 Lincoln Street, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12452 120th Ave, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12581 120th Avenue, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12511 120th Avenue, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 11807 Lincoln St, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12575 120th Ave, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12675 Lighthouse Ave., Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 11957 Lincoln Street, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12828 120th Avenue, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY.

LEO - ESTA Information

Farmworker Legal Services

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.

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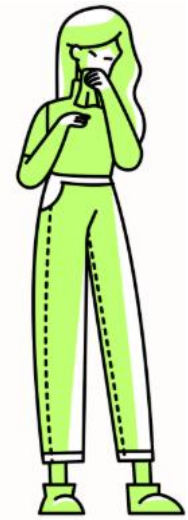
# Feeling sick? You may be eligible for paid time off!

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 **3/16/2026** (which is the first day of **H-300-25365-519816**), 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 **48** 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 stick 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-300-25365-519816 ending on 9/18/2026 is applicable to workers employed by Spring Meadow Nursery, Inc. at the following housing sites: 12652 120th Avenue Grand Haven MI 49417 OTTAWA COUNTY, 11957 Lincoln Street, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12700 120th Avenue, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12588 120th Avenue, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12056 Lincoln Street, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12452 120th Ave, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12828 120th Avenue, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12675 Lighthouse Ave., Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12876 120th Ave, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12581 120th Avenue, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 11807 Lincoln St, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12575 120th Ave, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY; 12511 120th Avenue, Grand Haven, MICHIGAN, 49417, OTTAWA COUNTY.

LEO - ESTA Information

Farmworker Legal Services

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.

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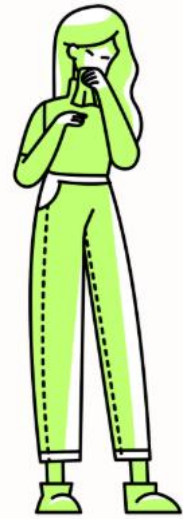
# Feeling sick? You may be eligible for paid time off!

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 **6/5/2026** (which is the first day of **H-300-26111-817301**), then beginning **10/3/2026** 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 **35** hours per week since 6/5/2026 you likely would have earned  hours by 10/3/2026 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.**

## 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 stick 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-300-26111-817301 ending on 11/18/2026 is applicable to workers employed by Botello harvesting llc at the following housing sites: 10659 Winans Rd.  Holland MI 49423 OTTAWA COUNTY, 8032 N Division Ave, Comstock Park, MICHIGAN, 49321, MUSKEGON COUNTY; 18720 112th AVe, Nunica, MICHIGAN, 49448, MUSKEGON COUNTY; 7217 W Stoney Lake Rd, New Era, MICHIGAN, 49446, MUSKEGON COUNTY; 1533 Godfrey, Wyoming, MICHIGAN, 49509, MUSKEGON 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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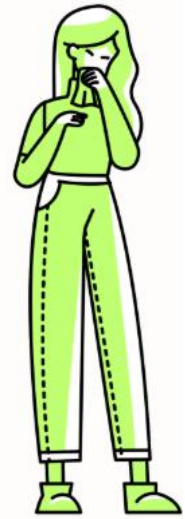
# Feeling sick? You may be eligible for paid time off!

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 **2/16/2026** (which is the first day of **H-300-25349-482867**), then beginning **6/16/2026** 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.



## 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 2/16/2026 you likely would have earned  hours by 6/16/2026 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 stick 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-300-25349-482867 ending on 12/16/2026 is applicable to workers employed by Continental Connect LLC at the following housing sites: 4701 62nd St Holland MI 49424 OTTAWA 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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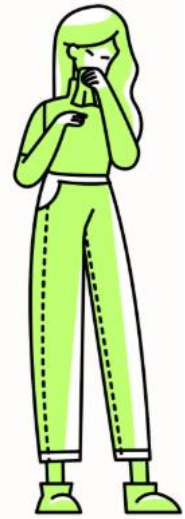
LEO - ESTA Information

Farmworker Legal Services

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-300-26055-660937**), 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 stick 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-300-26055-660937 ending on 2/24/2027 is applicable to workers employed by Botello harvesting llc at the following housing sites: 7076 136th Ave

Holland MI 49424 OTTAWA 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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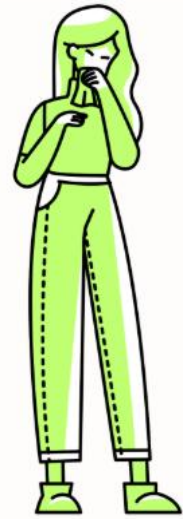
LEO - ESTA Information

Farmworker Legal Services

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 **2/15/2026** (which is the first day of **H-300-25349-483027**), then beginning **6/15/2026** 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 **43.5** hours per week since 2/15/2026 you likely would have earned  hours by 6/15/2026 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?

**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 stick 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-300-25349-483027 ending on 11/5/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - NorthlandFarm at the following housing sites: 4940 Pine Acres Drive (Building A, Units 8, 9, 10, B1 and B2) Holland MI 49424 OTTAWA 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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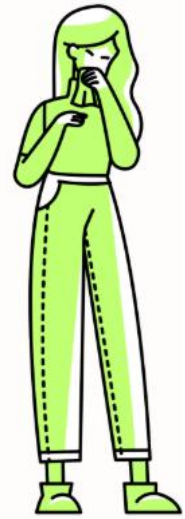
LEO - ESTA Information

Farmworker Legal Services

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 **2/15/2026** (which is the first day of **H-300-25343-469558**), then beginning **6/15/2026** 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 **37.5** hours per week since 2/15/2026 you likely would have earned  hours by 6/15/2026 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?

**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 stick 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-300-25343-469558 ending on 11/5/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - NorthlandFarm at the following housing sites: 4940 Pine Acres Drive  (Building A, Units 8, 9, 10, B1 and B2) Holland MI 49424 OTTAWA 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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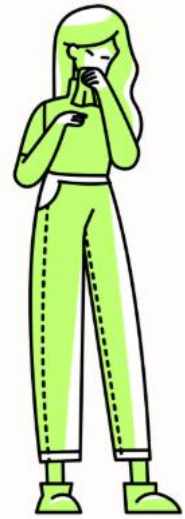
LEO - ESTA Information

Farmworker Legal Services

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 **2/1/2026** (which is the first day of **H-300-25325-429468**), then beginning **6/1/2026** 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 **36** hours per week since 2/1/2026 you likely would have earned  hours by 6/1/2026 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 stick 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-300-25325-429468 ending on 10/15/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - AndyMast at the following housing sites: 4940 Pine Acres Drive (Unit 4-7) Holland MI 49424 OTTAWA COUNTY, 345 W Moore Road (North Unit #1), Grant, MICHIGAN, 49327, NEWAYGO 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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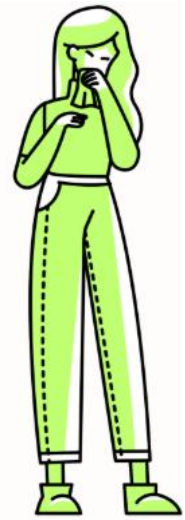
LEO - ESTA Information

Farmworker Legal Services

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 **2/1/2026** (which is the first day of **H-300-25325-429385**), then beginning **6/1/2026** 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 **42** hours per week since 2/1/2026 you likely would have earned  hours by 6/1/2026 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 stick 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-300-25325-429385 ending on 10/15/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - AndyMast at the following housing sites: 4940 Pine Acres Drive (Unit 4-7) Holland MI 49424 OTTAWA COUNTY, 345 W Moore Road (North Unit #1), Grant, MICHIGAN, 49327, NEWAYGO 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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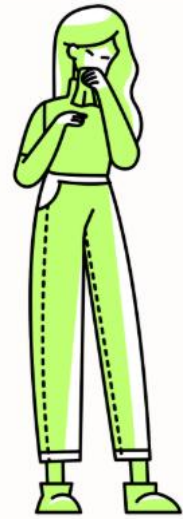
# Feeling sick? You may be eligible for paid time off!

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 **8/1/2026** (which is the first day of **H-300-26142-943616**), then beginning **11/29/2026** 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 **45** hours per week since 8/1/2026 you likely would have earned  hours by 11/29/2026 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 stick 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-300-26142-943616 ending on 11/30/2026 is applicable to workers employed by Signet Farm Services LLC at the following housing sites: 12154-1B Lakeview St Holland MI 49424 OTTAWA COUNTY, 12102-2B Meadowlane Ct, Holland, MICHIGAN, 49424, OTTAWA COUNTY; 3363-2B Lakeside Ave, Holland, MICHIGAN, 49424, OTTAWA COUNTY; 12053-2B Parkview Lane, Holland, MICHIGAN, 49424, OTTAWA COUNTY; 12013-1A Clearview Lane, Holland, MICHIGAN, 49424, OTTAWA 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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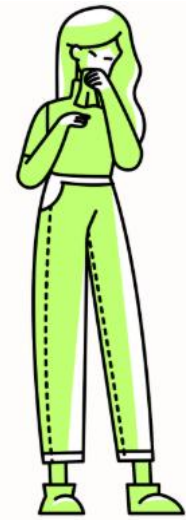
# Feeling sick? You may be eligible for paid time off!



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 **6/10/2026** (which is the first day of **H-300-26086-736652**), then beginning **10/8/2026** 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 **55** hours per week since 6/10/2026 you likely would have earned  hours by 10/8/2026 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.**

## 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 stick 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-300-26086-736652 ending on 10/10/2026 is applicable to workers employed by Lubbers Brothers Farms Inc. at the following housing sites: 2481 Barry Street Hudsonville MI 49426 OTTAWA 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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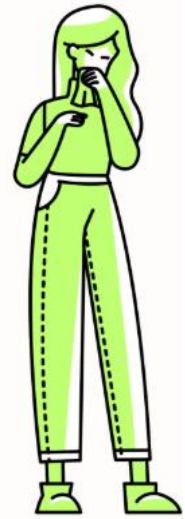
LEO - ESTA Information

Farmworker Legal Services

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 **3/28/2026** (which is the first day of **H-300-26012-551484**), then beginning **7/26/2026** 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 3/28/2026 you likely would have earned  hours by 7/26/2026 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 stick 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-300-26012-551484 ending on 10/30/2026 is applicable to workers employed by Live Roof LLC at the following housing sites: 13907 Cleveland Street Nunica MI 49448 OTTAWA 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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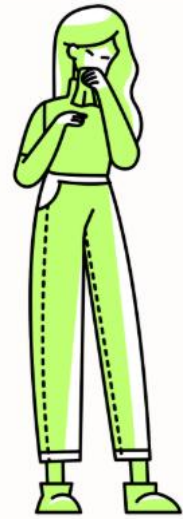
LEO - ESTA Information

Farmworker Legal Services

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 **2/14/2026** (which is the first day of **H-300-25345-476639**), then beginning **6/14/2026** 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 **35** hours per week since 2/14/2026 you likely would have earned  hours by 6/14/2026 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 stick 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-300-25345-476639 ending on 11/15/2026 is applicable to workers employed by Botello harvesting llc at the following housing sites: 6600 Quarterline Rd Spring Lake MI 49456 OTTAWA COUNTY, 7076 136th Ave, Allendale, MICHIGAN, 49401, OTTAWA 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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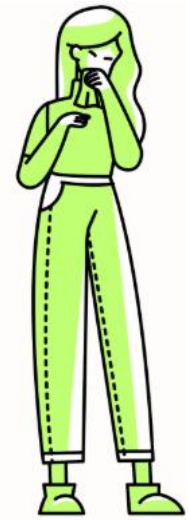
LEO - ESTA Information

Farmworker Legal Services

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 **3/25/2026** (which is the first day of **H-300-26058-670012**), 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 **35** hours per week since 3/25/2026 you likely would have earned  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 stick 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-300-26058-670012 ending on 11/15/2026 is applicable to workers employed by Botello harvesting llc at the following housing sites: 6600 Quarterline Rd Spring Lake MI 49456 OTTAWA 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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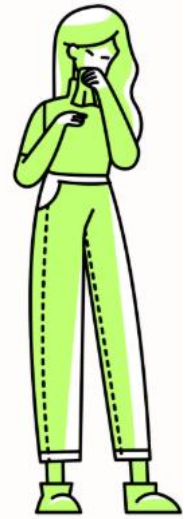
LEO - ESTA Information

Farmworker Legal Services

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 **1/5/2026** (which is the first day of **H-300-25311-389329**), then beginning **5/5/2026** 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.



## 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 1/5/2026 you likely would have earned  hours by 5/5/2026 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.**

## 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 stick 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-300-25311-389329 ending on 10/23/2026 is applicable to workers employed by Crossroads Blueberry Farm, LLC at the following housing sites: 14559 Lake Michigan Drive  West Olive MI 49460 OTTAWA COUNTY, 11871 144th Ave, West Olive, MICHIGAN, 49460, OTTAWA 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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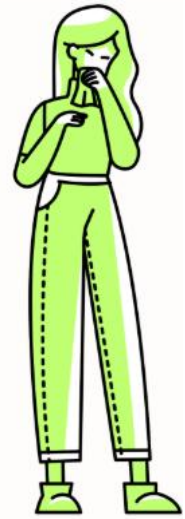
LEO - ESTA Information

Farmworker Legal Services

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 **3/15/2026** (which is the first day of **H-300-26006-536772**), then beginning **7/13/2026** 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 **39** hours per week since 3/15/2026 you likely would have earned  hours by 7/13/2026 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 stick 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-300-26006-536772 ending on 11/1/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - GardensAlive at the following housing sites: 14085 Bagley West Olive MI 49460 OTTAWA 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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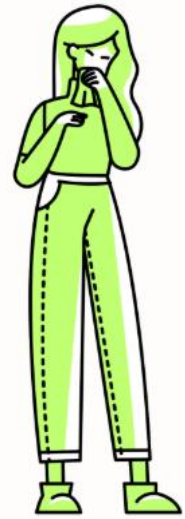
LEO - ESTA Information

Farmworker Legal Services

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 **3/15/2026** (which is the first day of **H-300-26006-536789**), then beginning **7/13/2026** 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 **36** hours per week since 3/15/2026 you likely would have earned  hours by 7/13/2026 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 stick 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-300-26006-536789 ending on 11/1/2026 is applicable to workers employed by Overlook Harvesting Michigan, LLC - MI - GardensAlive at the following housing sites: 14085 Bagley West Olive MI 49460 OTTAWA 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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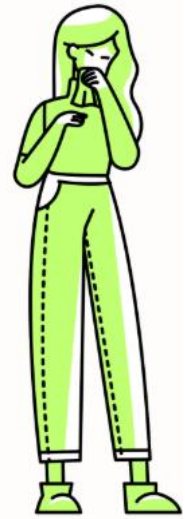
LEO - ESTA Information

Farmworker Legal Services

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 **6/20/2026** (which is the first day of **H-300-26126-879098**), then beginning **10/18/2026** 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 **40** hours per week since 6/20/2026 you likely would have earned  hours by 10/18/2026 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 stick 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-300-26126-879098 ending on 11/1/2026 is applicable to workers employed by Berry Harvest Company, LLC at the following housing sites: 10659 Winans Rd Holland MI 49460 OTTAWA 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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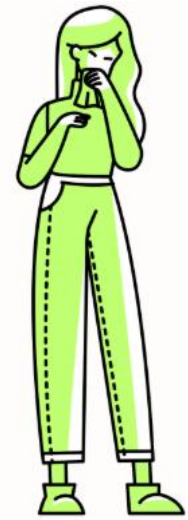
LEO - ESTA Information

Farmworker Legal Services

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-300-26014-559182**), 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 **35** 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 stick 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-300-26014-559182 ending on 12/11/2026 is applicable to workers employed by Kluck Nursery, Inc. at the following housing sites: 2635 Van Wormer Rd Saginaw MI 48609 SAGINAW 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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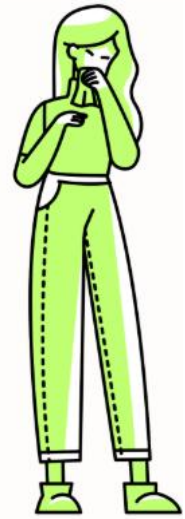
LEO - ESTA Information

Farmworker Legal Services

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 **5/16/2026** (which is the first day of **H-300-26076-708694**), then beginning **9/13/2026** 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 **35** hours per week since 5/16/2026 you likely would have earned  hours by 9/13/2026 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 stick 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-300-26076-708694 ending on 11/3/2026 is applicable to workers employed by Schomaker Farms Produce LLC at the following housing sites: 1152 Leddy Rd, Saginaw Michigan Saginaw MI 48609 SAGINAW 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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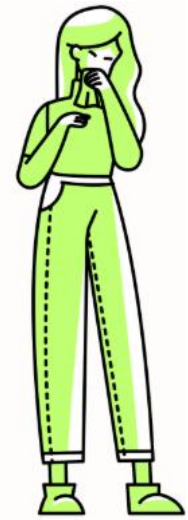
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26031-611545**), 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  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?

**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 stick 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-300-26031-611545 ending on 1/15/2027 is applicable to workers employed by Arch Labor LLC at the following housing sites: 8358 Abbott Road Brown City MI 48416 SANILAC 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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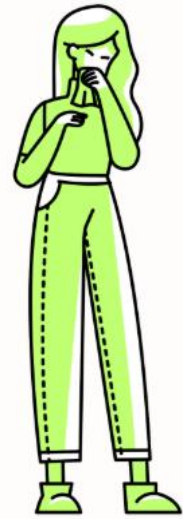
LEO - ESTA Information

Farmworker Legal Services

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 **7/1/2026** (which is the first day of **H-300-26107-805717**), 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 **40** 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 stick 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-300-26107-805717 ending on 1/15/2027 is applicable to workers employed by Arch Labor LLC at the following housing sites: 8358 Abbott Road Brown City MI 48416 SANILAC 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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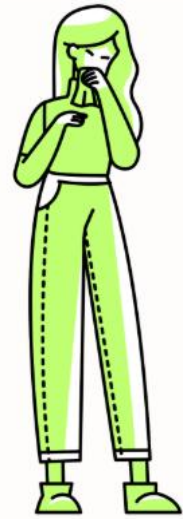
LEO - ESTA Information

Farmworker Legal Services

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 **4/6/2026** (which is the first day of **H-300-26036-623229**), 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 **40** hours per week since 4/6/2026 you likely would have earned  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 stick 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-300-26036-623229 ending on 11/21/2026 is applicable to workers employed by Huggett Sod Farm, Inc. at the following housing sites: 2310 McGill Rd. Marlette MI 48453 SANILAC 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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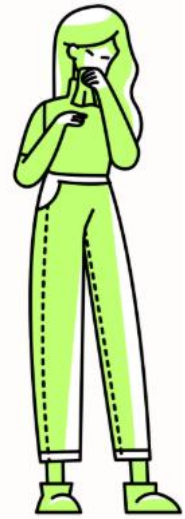
LEO - ESTA Information

Farmworker Legal Services

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 **4/7/2026** (which is the first day of **H-300-26037-624474**), then beginning **8/5/2026** 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.



## 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 4/7/2026 you likely would have earned  hours by 8/5/2026 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.**

## 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 stick 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-300-26037-624474 ending on 11/21/2026 is applicable to workers employed by Huggett Sod Farm, Inc. at the following housing sites: 2310 McGill Road Marlette MI 48453 SANILAC 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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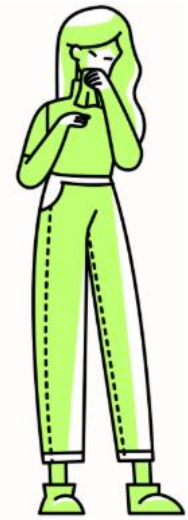
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25350-485194**), 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 **40** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25350-485194 ending on 11/30/2026 is applicable to workers employed by McCoy Family Apiaries, LLC at the following housing sites: 8482 Fifth St Minden MI 48456 SANILAC 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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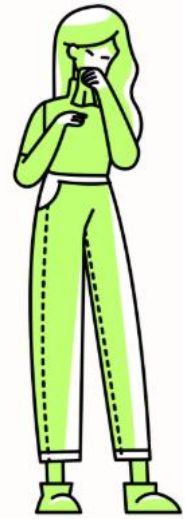
LEO - ESTA Information

Farmworker Legal Services

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 **5/12/2026** (which is the first day of **H-300-26051-653301**), then beginning **9/9/2026** 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 **56** hours per week since 5/12/2026 you likely would have earned  hours by 9/9/2026 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 stick 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-300-26051-653301 ending on 10/31/2026 is applicable to workers employed by Nelson Weaver at the following housing sites: 570 N Townline Rd Sandusky MI 48471 SANILAC 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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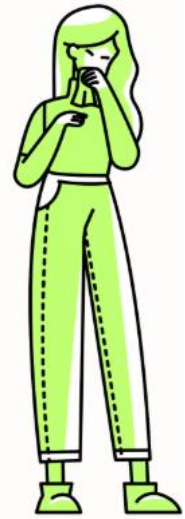
LEO - ESTA Information

Farmworker Legal Services

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 **5/11/2026** (which is the first day of **H-300-26070-696178**), then beginning **9/8/2026** 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 **35** hours per week since 5/11/2026 you likely would have earned  hours by 9/8/2026 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.**

## 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 stick 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-300-26070-696178 ending on 12/31/2026 is applicable to workers employed by Country Boyz Agventure LLC at the following housing sites: 4341 Mushroom Rd Snover MI 48472 SANILAC 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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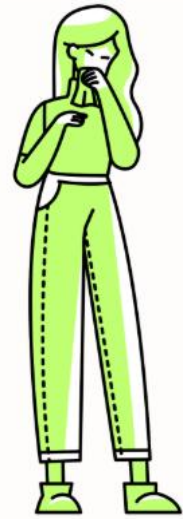
LEO - ESTA Information

Farmworker Legal Services

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 **3/23/2026** (which is the first day of **H-300-26007-540334**), then beginning **7/21/2026** 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 3/23/2026 you likely would have earned  hours by 7/21/2026 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 stick 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-300-26007-540334 ending on 11/15/2026 is applicable to workers employed by Jake Martin Farm at the following housing sites: 15116 Hough Rd Allenton MI 48002 ST. CLAIR 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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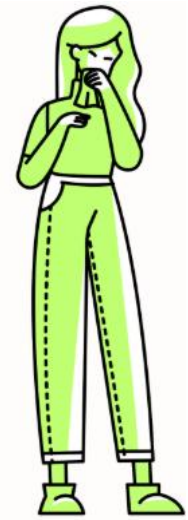
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26016-565077**), 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  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?

**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 stick 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-300-26016-565077 ending on 11/30/2026 is applicable to workers employed by Ultimate Nursery and Supply Co. at the following housing sites: 6309 Vincent Rd Grant Township MI 48032 ST. CLAIR 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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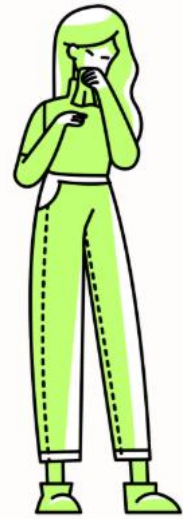
LEO - ESTA Information

Farmworker Legal Services

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 **3/5/2026** (which is the first day of **H-300-25360-512188**), then beginning **7/3/2026** 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 3/5/2026 you likely would have earned  hours by 7/3/2026 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.**

## 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 stick 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-300-25360-512188 ending on 12/31/2026 is applicable to workers employed by Ruggirellos Landscaping LLC at the following housing sites: 5236 Bud Ln. Casco MI 48074 ST. CLAIR 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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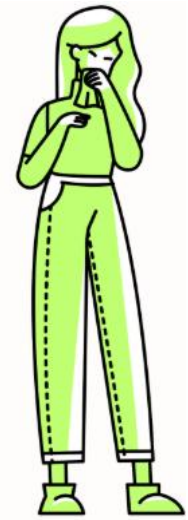
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26031-611762**), 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 **54** hours per week since 4/1/2026 you likely would have earned  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?

**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 stick 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-300-26031-611762 ending on 12/15/2026 is applicable to workers employed by B&B Sod Inc at the following housing sites: 6167 Sterling Rd Lynn MI 48097 ST. CLAIR 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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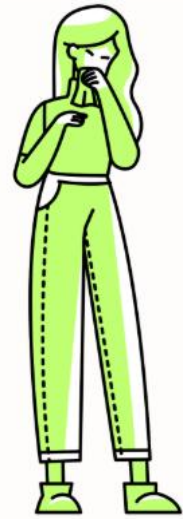
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25350-487135**), 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 **50** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25350-487135 ending on 12/31/2026 is applicable to workers employed by Brumfield Angus Farms, LLC at the following housing sites: 25356 Layton Rd. North Liberty IN 46554 ST. JOSEPH 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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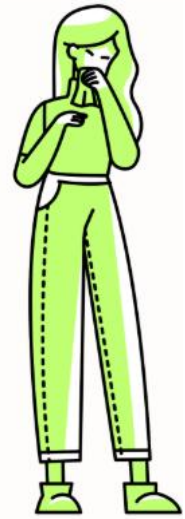
LEO - ESTA Information

Farmworker Legal Services

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 **3/12/2026** (which is the first day of **H-300-26008-544385**), then beginning **7/10/2026** 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 3/12/2026 you likely would have earned  hours by 7/10/2026 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 stick 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-300-26008-544385 ending on 12/5/2026 is applicable to workers employed by Riedstra Dairy, Ltd. at the following housing sites: 22971 Pinhook Rd. Mendon MI 49072 ST. JOSEPH 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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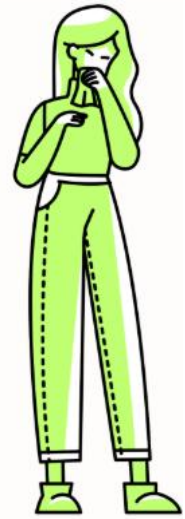
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25350-485542**), 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  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.**

## 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 stick 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-300-25350-485542 ending on 12/31/2026 is applicable to workers employed by Pace Family Farms at the following housing sites: 15691 North Street Three Rivers MI 49087 ST. JOSEPH 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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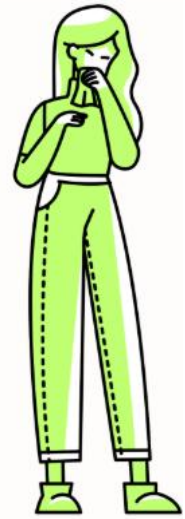
LEO - ESTA Information

Farmworker Legal Services

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 **3/8/2026** (which is the first day of **H-300-25364-515839**), then beginning **7/6/2026** 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 3/8/2026 you likely would have earned  hours by 7/6/2026 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 stick 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-300-25364-515839 ending on 10/31/2026 is applicable to workers employed by Black Gold Farms Inc at the following housing sites: 25039 West US 12

Unit 211 Sturgis MI 49091 ST. JOSEPH 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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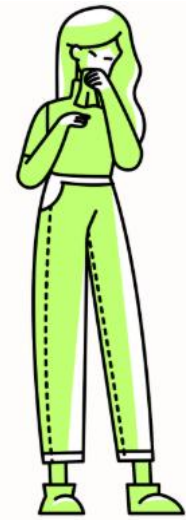
LEO - ESTA Information

Farmworker Legal Services

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 **4/28/2026** (which is the first day of **H-300-26058-668961**), then beginning **8/26/2026** 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 4/28/2026 you likely would have earned  hours by 8/26/2026 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 stick 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-300-26058-668961 ending on 11/30/2026 is applicable to workers employed by Black Gold Farms Inc at the following housing sites: 25039 West US 12

Unit 165 Sturgis MI 49091 ST. JOSEPH 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).

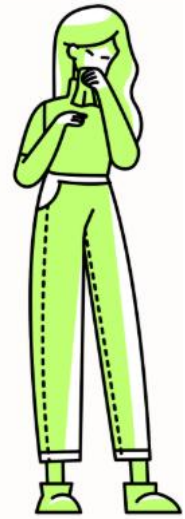
LEO - ESTA Information

Farmworker Legal Services

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 **4/16/2026** (which is the first day of **H-300-26033-614080**), then beginning **8/14/2026** 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 4/16/2026 you likely would have earned  hours by 8/14/2026 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 stick 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-300-26033-614080 ending on 10/16/2026 is applicable to workers employed by Hartung Brothers, Inc. at the following housing sites: 68850 Stubey Rd Sturgis MI 49091 ST. JOSEPH 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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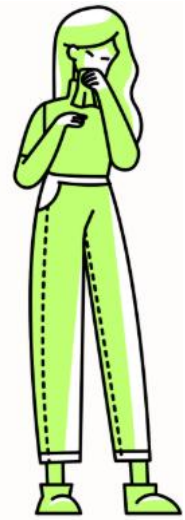
LEO - ESTA Information

Farmworker Legal Services

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 **5/16/2026** (which is the first day of **H-300-26076-710130**), then beginning **9/13/2026** 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 5/16/2026 you likely would have earned  hours by 9/13/2026 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 stick 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-300-26076-710130 ending on 10/31/2026 is applicable to workers employed by Black Gold Farms Inc at the following housing sites: 25039 West US 12

Unit 211 Sturgis MI 49091 ST. JOSEPH 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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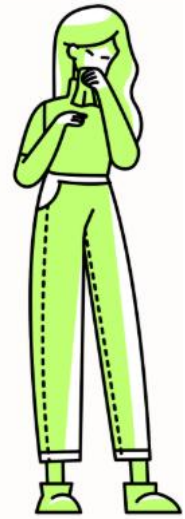
LEO - ESTA Information

Farmworker Legal Services

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 **6/15/2026** (which is the first day of **H-300-26091-745525**), then beginning **10/13/2026** 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 6/15/2026 you likely would have earned  hours by 10/13/2026 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 stick 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-300-26091-745525 ending on 10/16/2026 is applicable to workers employed by Hartung Brothers, Inc. at the following housing sites: 68850 Stubey Rd Sturgis MI 49091 ST. JOSEPH 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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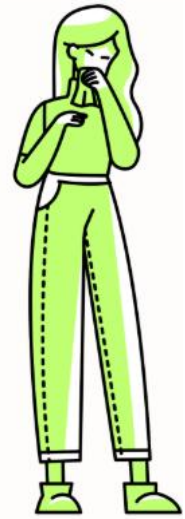
LEO - ESTA Information

Farmworker Legal Services

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 **8/1/2026** (which is the first day of **H-300-26141-938867**), then beginning **11/29/2026** 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 8/1/2026 you likely would have earned  hours by 11/29/2026 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 stick 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-300-26141-938867 ending on 5/30/2027 is applicable to workers employed by Walther Farms LLC - MI at the following housing sites: 975, 979, 983, 987, 991, 993, 995, 999 West Street Three Rivers MI 49093 ST. JOSEPH 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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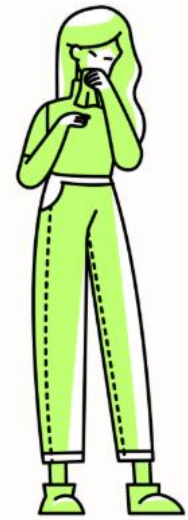
LEO - ESTA Information

Farmworker Legal Services

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 **7/27/2026** (which is the first day of **H-300-26134-910118**), then beginning **11/24/2026** 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 7/27/2026 you likely would have earned  hours by 11/24/2026 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 stick 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-300-26134-910118 ending on 5/22/2027 is applicable to workers employed by Walther Farms LLC - MI at the following housing sites: 975, 979, 983, 987, 991, 993, 995, 999 West Street Three Rivers MI 49093 ST. JOSEPH 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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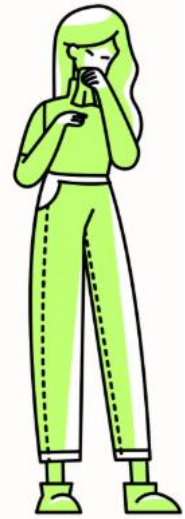
LEO - ESTA Information

Farmworker Legal Services

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 **2/24/2026** (which is the first day of **H-300-25353-498458**), then beginning **6/24/2026** 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 **54** hours per week since 2/24/2026 you likely would have earned  hours by 6/24/2026 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 stick 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-300-25353-498458 ending on 11/1/2026 is applicable to workers employed by Walther Farms LLC - MI at the following housing sites: 54940 Hutchinson Rd Three Rivers MI 49093 ST. JOSEPH COUNTY, 202 E. Michigan Street, Three Rivers, MICHIGAN, 49093, ST. JOSEPH COUNTY; 975, 979, 983, 987, 991, 993, 995, 999 West Street, Three Rivers, MICHIGAN, 49093, ST. JOSEPH COUNTY; 422 N Main St., Three Rivers, MICHIGAN, 49093, ST. JOSEPH COUNTY; 186 E. Michigan Street, Three Rivers, MICHIGAN, 49093, ST. JOSEPH COUNTY; 110 Day Drive, Three Rivers, MICHIGAN, 49093, ST. JOSEPH COUNTY; 54940 Hutchinson Rd, Three Rivers, MICHIGAN, 49093, ST. JOSEPH 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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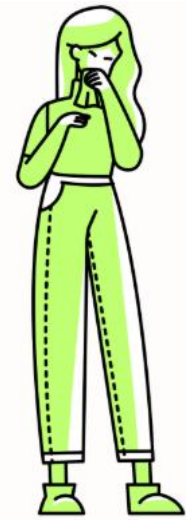
# Feeling sick? You may be eligible for paid time off!



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 **4/14/2026** (which is the first day of **H-300-26030-610253**), then beginning **8/12/2026** 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 4/14/2026 you likely would have earned  hours by 8/12/2026 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.**

## 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 stick 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-300-26030-610253 ending on 12/15/2026 is applicable to workers employed by Struble Farms LLC at the following housing sites: 18211 Moorepark Road Three Rivers MI 49093 ST. JOSEPH 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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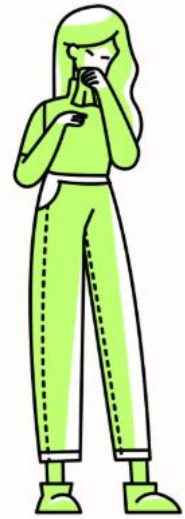
LEO - ESTA Information

Farmworker Legal Services

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 **3/15/2026** (which is the first day of **H-300-25364-517513**), then beginning **7/13/2026** 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 3/15/2026 you likely would have earned  hours by 7/13/2026 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 stick 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-300-25364-517513 ending on 11/1/2026 is applicable to workers employed by St. Joe Valley Apiaries at the following housing sites: 16348 M 216

Three Rivers MI 49093 ST. JOSEPH 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).

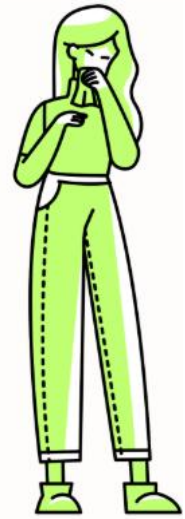
LEO - ESTA Information

Farmworker Legal Services

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 **3/31/2026** (which is the first day of **H-300-26030-609651**), then beginning **7/29/2026** 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 **54** hours per week since 3/31/2026 you likely would have earned  hours by 7/29/2026 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 stick 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-300-26030-609651 ending on 11/1/2026 is applicable to workers employed by Walther Farms LLC - MI at the following housing sites: 975, 979, 983, 987, 991, 993, 995, 999 West Street Three Rivers MI 49093 ST. JOSEPH COUNTY, 110 Day Drive, Three Rivers, MICHIGAN, 49093, ST. JOSEPH 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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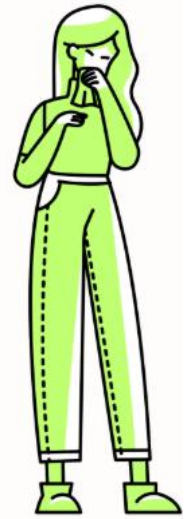
# Feeling sick? You may be eligible for paid time off!

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 **3/16/2026** (which is the first day of **H-300-25365-519940**), 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 stick 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-300-25365-519940 ending on 12/15/2026 is applicable to workers employed by Heikes Farms LLC at the following housing sites: 50315 Heikes Rd Vicksburg MI 49097 ST. JOSEPH 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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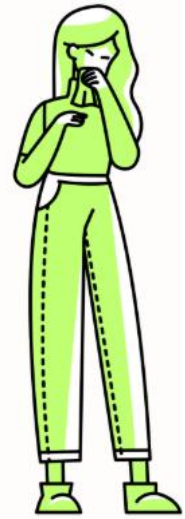
LEO - ESTA Information

Farmworker Legal Services

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 **4/21/2026** (which is the first day of **H-300-26051-654513**), then beginning **8/19/2026** 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 4/21/2026 you likely would have earned  hours by 8/19/2026 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 stick 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-300-26051-654513 ending on 12/1/2026 is applicable to workers employed by Arlene Resource Management LLC at the following housing sites: 2867 Cleaver Rd Caro MI 48723 TUSCOLA COUNTY, 3005 Luder Rd, Caro, MICHIGAN, 48723, TUSCOLA 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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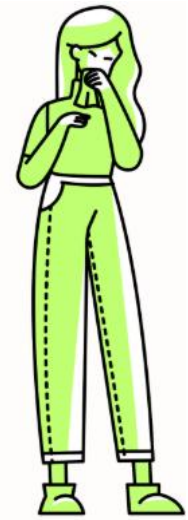
LEO - ESTA Information

Farmworker Legal Services

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 **3/12/2026** (which is the first day of **H-300-26004-532750**), then beginning **7/10/2026** 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 **54** hours per week since 3/12/2026 you likely would have earned  hours by 7/10/2026 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 stick 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-300-26004-532750 ending on 11/1/2026 is applicable to workers employed by Walther Farms LLC - MI at the following housing sites: 4137 West Street Cass City MI 48726 TUSCOLA COUNTY, 131 Camelot Drive - Units P04, G04; O04, Saginaw, MICHIGAN, 48638, TUSCOLA COUNTY; 6406 7th Street, Cass City, MICHIGAN, 48726, TUSCOLA COUNTY; 6658 Houghton St., Cass City, MICHIGAN, 48726, TUSCOLA 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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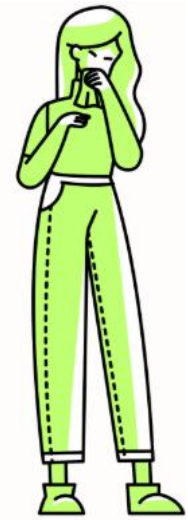
LEO - ESTA Information

Farmworker Legal Services

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 **2/15/2026** (which is the first day of **H-300-25345-475492**), then beginning **6/15/2026** 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 2/15/2026 you likely would have earned  hours by 6/15/2026 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?

**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 stick 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-300-25345-475492 ending on 12/15/2026 is applicable to workers employed by Zimba Dairy, Inc at the following housing sites: 7634 Mushroom Rd Deford MI 48729 TUSCOLA COUNTY, 97 S Crawford Road, Deford, MICHIGAN, 48729, TUSCOLA 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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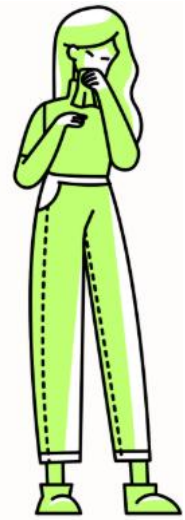
LEO - ESTA Information

Farmworker Legal Services

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 **12/10/2025** (which is the first day of **H-300-25269-337746**), then beginning **4/9/2026** 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 12/10/2025 you likely would have earned  hours by 4/9/2026 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 stick 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-300-25269-337746 ending on 4/15/2026 is applicable to workers employed by Zimba Dairy Inc at the following housing sites: 7634 Mushroom Rd Deford MI 48729 TUSCOLA COUNTY, 97 S Crawford Rd, Deford, MICHIGAN, 48729, TUSCOLA 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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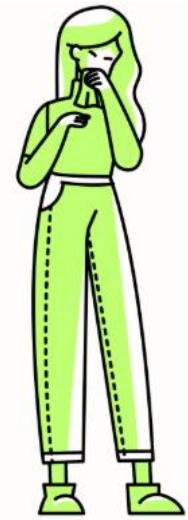
LEO - ESTA Information

Farmworker Legal Services

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 **3/18/2026** (which is the first day of **H-300-26002-528229**), 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.

## 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 3/18/2026 you likely would have earned  hours by 7/16/2026 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 stick 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-300-26002-528229 ending on 12/31/2026 is applicable to workers employed by Bay Shore Farms. Inc. at the following housing sites: 5833 Bay Park Road Unionville MI 48767 TUSCOLA 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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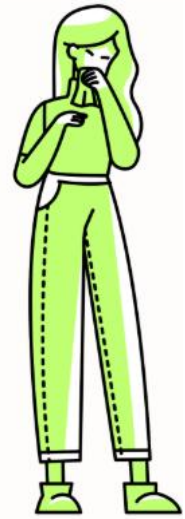
LEO - ESTA Information

Farmworker Legal Services

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 **3/23/2026** (which is the first day of **H-300-26019-569502**), then beginning **7/21/2026** 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 3/23/2026 you likely would have earned  hours by 7/21/2026 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 stick 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-300-26019-569502 ending on 12/11/2026 is applicable to workers employed by Gruber Farms, LLC at the following housing sites: 5833 Bay Park Rd Unionville MI 48767 TUSCOLA 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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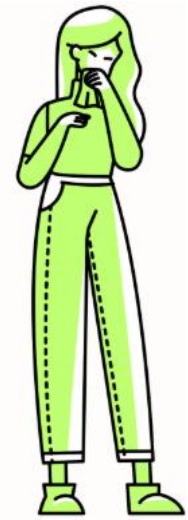
LEO - ESTA Information

Farmworker Legal Services

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-300-26033-613094**), 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 **48** 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 stick 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-300-26033-613094 ending on 12/6/2026 is applicable to workers employed by Muska Farms, LLC at the following housing sites: 1614 Elmwood Road Unionville MI 48767 TUSCOLA COUNTY, 1614 Elmwood Road, Unionville, MICHIGAN, 48767, TUSCOLA 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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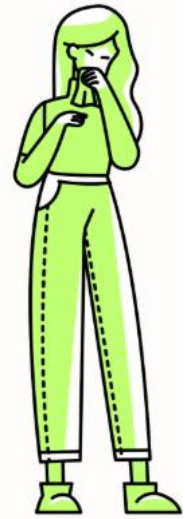
LEO - ESTA Information

Farmworker Legal Services

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 **5/11/2026** (which is the first day of **H-300-26062-676604**), then beginning **9/8/2026** 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 **36** hours per week since 5/11/2026 you likely would have earned  hours by 9/8/2026 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.**

## 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 stick 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-300-26062-676604 ending on 12/20/2026 is applicable to workers employed by Azulera Farms LLC at the following housing sites: 41320 78th Street Covert MI 49043 VAN BUREN COUNTY, 25100 75th Street, South Haven, MICHIGAN, 49090, BERRIEN COUNTY; 7198 Red Arrow Hwy, Coloma, MICHIGAN, 49038, BERRIEN 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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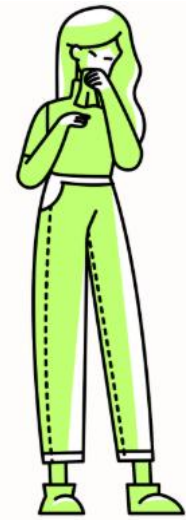
# Feeling sick? You may be eligible for paid time off!



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 **4/1/2026** (which is the first day of **H-300-26019-569791**), 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 **48** hours per week since 4/1/2026 you likely would have earned  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?

**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 stick 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-300-26019-569791 ending on 11/15/2026 is applicable to workers employed by Origins Organics LLC at the following housing sites: 72718 Territorial Rd Decatur MI 49045 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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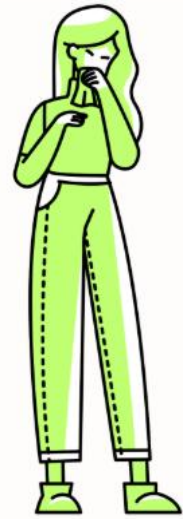
LEO - ESTA Information

Farmworker Legal Services

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 **4/6/2026** (which is the first day of **H-300-26036-623174**), 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  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 stick 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-300-26036-623174 ending on 10/30/2026 is applicable to workers employed by Rajzer Farms LLC at the following housing sites: 81033 42nd Street Decatur MI 49045 VAN BUREN COUNTY, 65826 46th Street, Paw Paw, MICHIGAN, 49079, 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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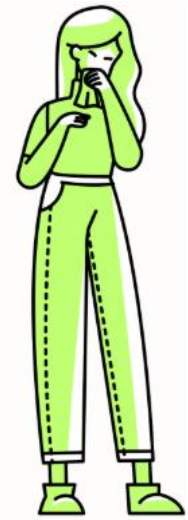
LEO - ESTA Information

Farmworker Legal Services

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-300-26055-660829**), 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 stick 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-300-26055-660829 ending on 10/3/2026 is applicable to workers employed by Rajzer Farms LLC at the following housing sites: 81033 42nd Street Decatur MI 49045 VAN BUREN COUNTY, 65826 46th Street, Paw Paw, MICHIGAN, 49079, 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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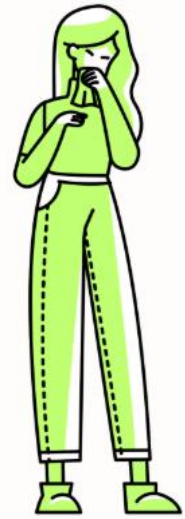
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25350-488872**), 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 **55** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25350-488872 ending on 12/1/2026 is applicable to workers employed by Drobny Farms LLC at the following housing sites: 33169 Baseline Rd Gobles MI 49055 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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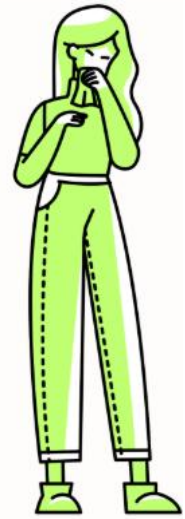
LEO - ESTA Information

Farmworker Legal Services

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 **3/21/2026** (which is the first day of **H-300-26007-541188**), then beginning **7/19/2026** 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 3/21/2026 you likely would have earned  hours by 7/19/2026 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 stick 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-300-26007-541188 ending on 11/12/2026 is applicable to workers employed by Farm 13 LLC at the following housing sites: 66935 48th Ave, Unit # 5 Hartford MI 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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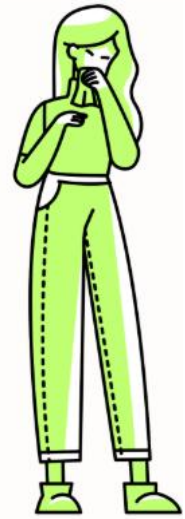
LEO - ESTA Information

Farmworker Legal Services

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 **5/1/2026** (which is the first day of **H-300-26051-654993**), 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 **50** hours per week since 5/1/2026 you likely would have earned  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 stick 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-300-26051-654993 ending on 11/30/2026 is applicable to workers employed by Red Dawn Farming LLC at the following housing sites: 72255 70th Street Hartford MI 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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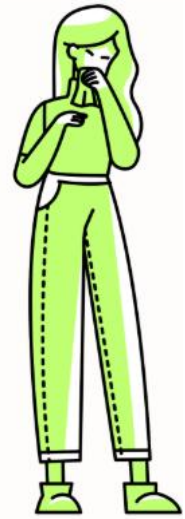
LEO - ESTA Information

Farmworker Legal Services

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 **4/20/2026** (which is the first day of **H-300-26038-626566**), then beginning **8/18/2026** 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 **36** hours per week since 4/20/2026 you likely would have earned  hours by 8/18/2026 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 stick 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-300-26038-626566 ending on 10/31/2026 is applicable to workers employed by Farm 13,  LLC at the following housing sites: 66935 48th Ave Hartford MI 49057 VAN BUREN COUNTY, 71003 62nd Street, HARTFORD, MICHIGAN, 49057, VAN BUREN COUNTY; 68210 C.R. 376, HARTFORD, MICHIGAN, 49057, VAN BUREN COUNTY; 45722 68th St., , HARTFORD, MICHIGAN, 49057, VAN BUREN COUNTY; 58615 60th Ave, HARTFORD, MICHIGAN, 49057, VAN BUREN COUNTY; 68210 C.R. 376, HARTFORD, MICHIGAN, 49057, VAN BUREN COUNTY; 8940 Industrial Drive, WATERVLIET, MICHIGAN, 49098, VAN BUREN COUNTY; 66341 48th Ave, 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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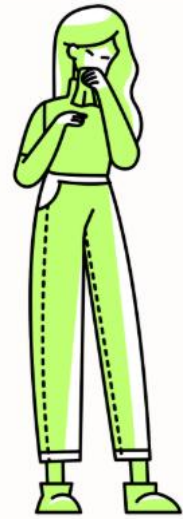
# Feeling sick? You may be eligible for paid time off!

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 **4/20/2026** (which is the first day of **H-300-26038-626550**), then beginning **8/18/2026** 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 **36** hours per week since 4/20/2026 you likely would have earned  hours by 8/18/2026 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 stick 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-300-26038-626550 ending on 10/31/2026 is applicable to workers employed by Farm 13,  LLC at the following housing sites: 66935 48th Ave Hartford MI 49057 VAN BUREN COUNTY, 58615 60th Ave, HARTFORD, MICHIGAN, 49057, BERRIEN COUNTY; 68210 C.R. 376, HARTFORD, MICHIGAN, 49057, BERRIEN COUNTY; 71003 62nd Street, HARTFORD, MICHIGAN, 49057, BERRIEN COUNTY; 45722 68th St., , HARTFORD, MICHIGAN, 49057, BERRIEN COUNTY; 68210 C.R. 376, HARTFORD, MICHIGAN, 49057, BERRIEN COUNTY; 8940 Industrial Drive, WATERVLIET, MICHIGAN, 49098, BERRIEN COUNTY; 66341 48th Ave, HARTFORD, MICHIGAN, 49057, BERRIEN 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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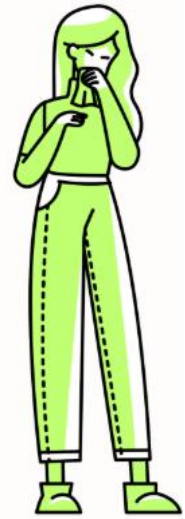
# Feeling sick? You may be eligible for paid time off!

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 **3/16/2026** (which is the first day of **H-300-26012-551472**), 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 stick 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-300-26012-551472 ending on 8/28/2026 is applicable to workers employed by Cherry Bay Orchards, Inc. at the following housing sites: Drake Camp: 71003 62nd Street Hartford MI 49057 VAN BUREN COUNTY, Home Farm East Cam: 58615 60th Ave, 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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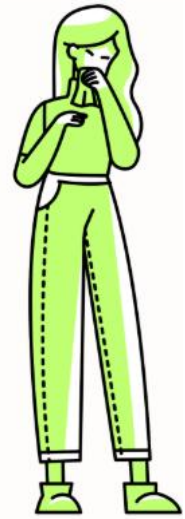
# Feeling sick? You may be eligible for paid time off!

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 **4/6/2026** (which is the first day of **H-300-26037-623644**), 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 **40** hours per week since 4/6/2026 you likely would have earned  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 stick 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-300-26037-623644 ending on 11/15/2026 is applicable to workers employed by Schultz Fruitridge Farms Inc. at the following housing sites: 75486 Frosty Dr. Lawton MI 49065 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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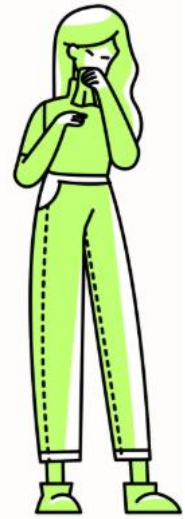
LEO - ESTA Information

Farmworker Legal Services

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-300-26030-606362**), 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?

**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 stick 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-300-26030-606362 ending on 12/12/2026 is applicable to workers employed by Manzana LLC at the following housing sites: 60395 CR 681 Hartford MI 49507 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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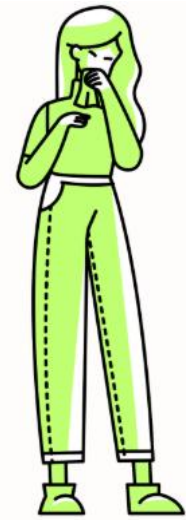
LEO - ESTA Information

Farmworker Legal Services

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-300-26030-606478**), 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?

**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 stick 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-300-26030-606478 ending on 12/12/2026 is applicable to workers employed by Manzana LLC at the following housing sites: 60395 CR 681 Hartford MI 49507 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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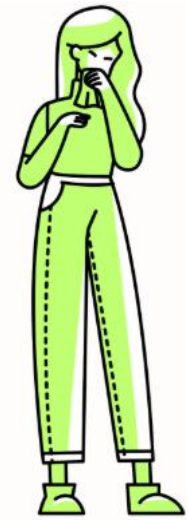
LEO - ESTA Information

Farmworker Legal Services

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 **2/10/2026** (which is the first day of **H-300-25331-442537**), then beginning **6/10/2026** 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 2/10/2026 you likely would have earned  hours by 6/10/2026 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 stick 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-300-25331-442537 ending on 7/7/2026 is applicable to workers employed by Pinter Greenhouse Inc at the following housing sites: 6830 Rawsonville Rd. Belleville MI 48111 WASHTENAW 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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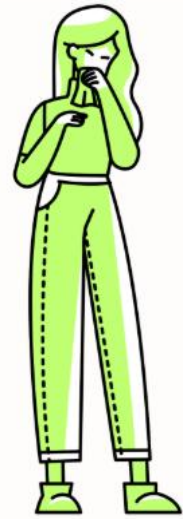
LEO - ESTA Information

Farmworker Legal Services

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 **6/15/2026** (which is the first day of **H-300-26142-943954**), then beginning **10/13/2026** 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 6/15/2026 you likely would have earned  hours by 10/13/2026 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?

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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 stick 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-300-26142-943954 ending on 11/15/2026 is applicable to workers employed by Fusilier Family Farms and Greenhouse at the following housing sites: 16420 Herman Rd. Manchester MI 48158 WASHTENAW 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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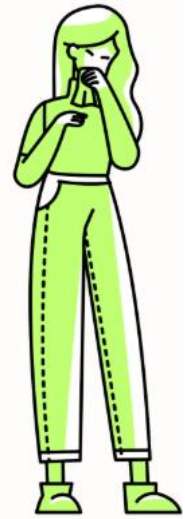
LEO - ESTA Information

Farmworker Legal Services

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 **7/17/2026** (which is the first day of **H-300-26131-892677**), then beginning **11/14/2026** 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?

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## 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 stick 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-300-26131-892677 ending on 11/15/2026 is applicable to workers employed by 5-H Farms Inc. at the following housing sites: 6646 6 Mile Rd. Northville MI 48168 WASHTENAW 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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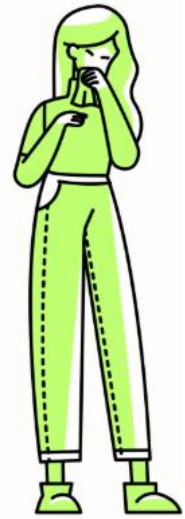
LEO - ESTA Information

Farmworker Legal Services

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 **6/22/2026** (which is the first day of **H-300-26103-784951**), then beginning **10/20/2026** 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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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 stick 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-300-26103-784951 ending on 12/31/2026 is applicable to workers employed by Junior Produce Farm LLC at the following housing sites: 10525 Whittaker Rd  Ypsilanti MI 48196 WASHTENAW 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.

LEO - ESTA Information

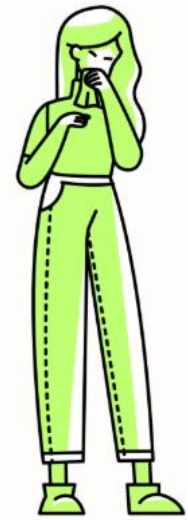
Farmworker Legal Services

FLS - Injuries and Illness

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).

# 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 **1/31/2026** (which is the first day of **H-300-25321-413516**), then beginning **5/31/2026** 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 1/31/2026 you likely would have earned  hours by 5/31/2026 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 stick 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-300-25321-413516 ending on 11/30/2026 is applicable to workers employed by Lucas Nursery at the following housing sites: 9909 Ford Road Superior Township MI 48198 WASHTENAW COUNTY, 3840 Napier Road, Canton, MICHIGAN, 48187, WAYNE 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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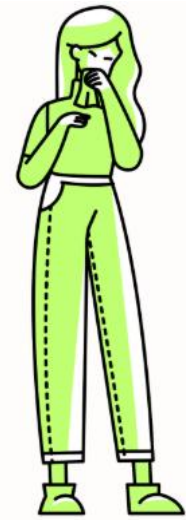
LEO - ESTA Information

Farmworker Legal Services

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 **7/13/2026** (which is the first day of **H-300-26148-957313**), then beginning **11/10/2026** 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 7/13/2026 you likely would have earned  hours by 11/10/2026 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 stick 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-300-26148-957313 ending on 11/11/2026 is applicable to workers employed by Horizon Lawn Maintenance Inc. at the following housing sites: 8264 Vreeland Road Superior Township MI 48198 WASHTENAW 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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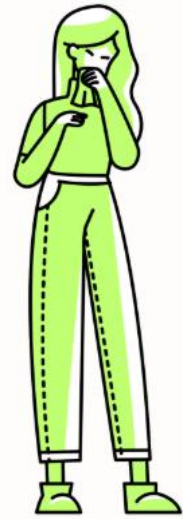
LEO - ESTA Information

Farmworker Legal Services

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 **3/23/2026** (which is the first day of **H-300-26022-582403**), then beginning **7/21/2026** 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 3/23/2026 you likely would have earned  hours by 7/21/2026 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 stick 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-300-26022-582403 ending on 12/1/2026 is applicable to workers employed by Salisbury Landscape Group, LLC at the following housing sites: 50946 Martz Rd Belleville MI 48111 WAYNE COUNTY, 12023 Tuttle Hill Rd, Willis, MICHIGAN, 48131, WASHTENAW COUNTY; 50946 Martz Rd, Belleville, MICHIGAN, 48111, WASHTENAW 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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

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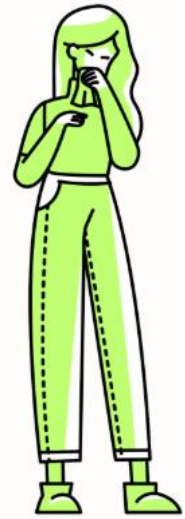
# Feeling sick? You may be eligible for paid time off!

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 **4/1/2026** (which is the first day of **H-300-26018-568801**), 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 **50** hours per week since 4/1/2026 you likely would have earned  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?

**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 stick 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-300-26018-568801 ending on 12/10/2026 is applicable to workers employed by New Lawn Sod Farm, Inc at the following housing sites: 1006 Sumpter Rd Belleville MI 48111 WAYNE 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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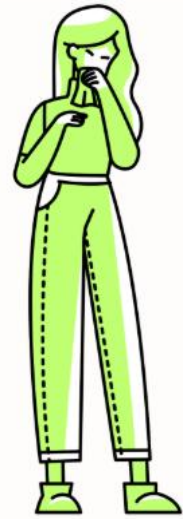
LEO - ESTA Information

Farmworker Legal Services

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 **1/26/2026** (which is the first day of **H-300-25316-399757**), then beginning **5/26/2026** 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 **50** hours per week since 1/26/2026 you likely would have earned  hours by 5/26/2026 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 stick 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-300-25316-399757 ending on 6/26/2026 is applicable to workers employed by Zywicki Greenhouse Inc at the following housing sites: 9844 Van Buren St. Van Buren Township MI 48111 WAYNE 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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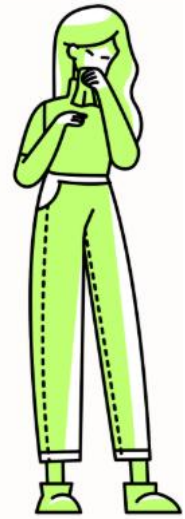
LEO - ESTA Information

Farmworker Legal Services

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 **2/16/2026** (which is the first day of **H-300-25337-452849**), then beginning **6/16/2026** 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.

## 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 2/16/2026 you likely would have earned  hours by 6/16/2026 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 stick 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-300-25337-452849 ending on 7/6/2026 is applicable to workers employed by Banotai Greenhouse at the following housing sites: 13145 Lake Point Blvd. Van Buren Township MI 48111 WAYNE 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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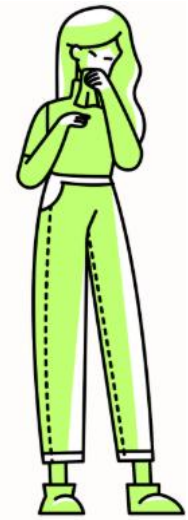
LEO - ESTA Information

Farmworker Legal Services

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 **3/1/2026** (which is the first day of **H-300-25353-497093**), 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 **40** hours per week since 3/1/2026 you likely would have earned  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.**

## 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 stick 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-300-25353-497093 ending on 12/20/2026 is applicable to workers employed by Alex Block Produce Farm at the following housing sites: 20165 Wahman Street New Boston MI 48164 WAYNE 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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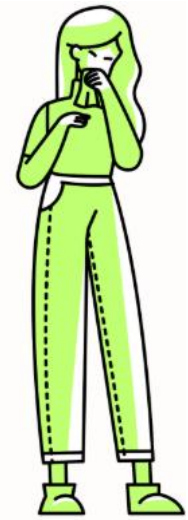
LEO - ESTA Information

Farmworker Legal Services

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 **4/26/2026** (which is the first day of **H-300-26057-666908**), then beginning **8/24/2026** 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 4/26/2026 you likely would have earned  hours by 8/24/2026 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 stick 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-300-26057-666908 ending on 12/31/2026 is applicable to workers employed by Sprintland Farm at the following housing sites: 10161 Six Mile Rd Northville MI 48168 WAYNE 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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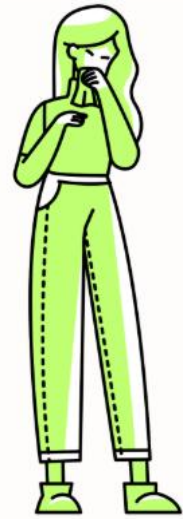
LEO - ESTA Information

Farmworker Legal Services

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 **1/1/2026** (which is the first day of **H-300-25307-361354**), then beginning **5/1/2026** 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 **48** hours per week since 1/1/2026 you likely would have earned  hours by 5/1/2026 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 stick 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-300-25307-361354 ending on 10/31/2026 is applicable to workers employed by Rushlow Arabians Inc at the following housing sites: 29242 Bredow Ave Romulus MI 48174 WAYNE 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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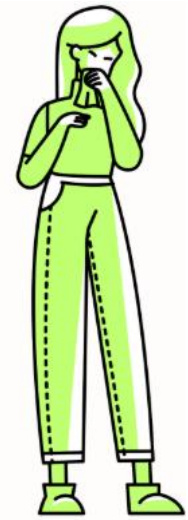
LEO - ESTA Information

Farmworker Legal Services

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 **4/1/2026** (which is the first day of **H-300-26016-565037**), 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  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?

**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 stick 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-300-26016-565037 ending on 11/10/2026 is applicable to workers employed by Blocks Stand and Greenhouse, LLC at the following housing sites: 29163 Eureka Rd. Romulus MI 48174 WAYNE 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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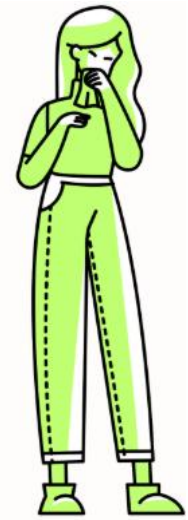
LEO - ESTA Information

Farmworker Legal Services

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 **2/10/2026** (which is the first day of **H-300-25333-443580**), then beginning **6/10/2026** 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 2/10/2026 you likely would have earned  hours by 6/10/2026 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 stick 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-300-25333-443580 ending on 6/30/2026 is applicable to workers employed by Schwartz's Greenhouse at the following housing sites: 30630 Sibley Rd. Romulus MI 48174 WAYNE COUNTY, 30705 Sibley Rd., Romulus, MICHIGAN, 48174, WAYNE 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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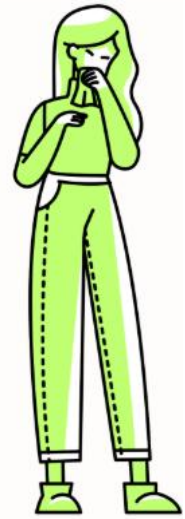
LEO - ESTA Information

Farmworker Legal Services

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-300-26002-530646**), 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 **37.5** 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 stick 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-300-26002-530646 ending on 12/15/2026 is applicable to workers employed by Landscape Supply, Inc at the following housing sites: 9775 Pardee Rd. Taylor MI 48180 WAYNE 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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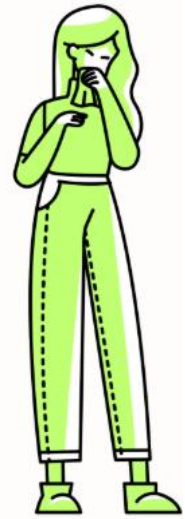
LEO - ESTA Information

Farmworker Legal Services

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 **5/1/2026** (which is the first day of **H-300-26061-673124**), 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 **35** hours per week since 5/1/2026 you likely would have earned  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 stick 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-300-26061-673124 ending on 12/4/2026 is applicable to workers employed by Jon P. Wiggins at the following housing sites: 1001 Laurel St Cadillac MI 49601 WEXFORD 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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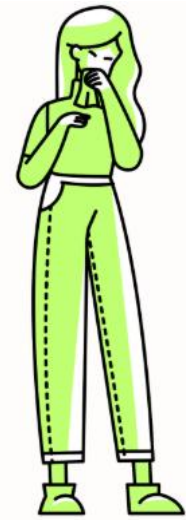
LEO - ESTA Information

Farmworker Legal Services

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  (which is the first day of ), then beginning  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  hours per week since  you likely would have earned  hours by  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.

LEO - ESTA Information

Farmworker Legal Services

FLS - Injuries and Illness

## 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 stick 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  ending on  is applicable to workers employed by  at the following housing sites: , .

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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