

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

Employees in Michigan, who 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 sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

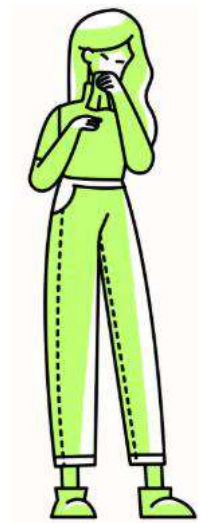
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26093-756835 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



FLS - Injuries and
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Feeling sick? You may be eligible for paid time off!

Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **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.

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Employees earn 1 hour of paid sick time for every 30 hours of work. For example, if you worked at least **40** hours per week since 4/6/2026 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.**

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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.

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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **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.**

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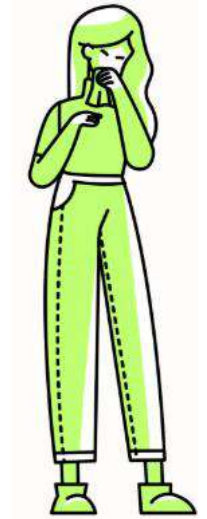
WHAT ELSE SHOULD I KNOW?

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, .

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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **7/6/2026** (which is the first day of **H-300-26124-864665**), 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.**

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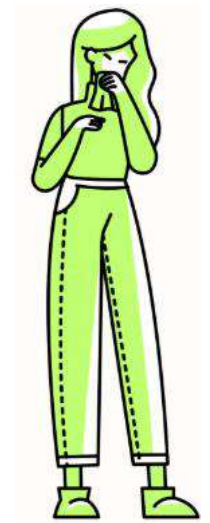
WHAT ELSE SHOULD I KNOW?

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, .

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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **2/15/2026** (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.**

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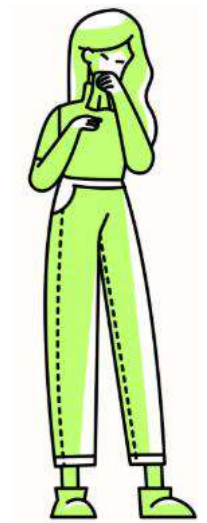
WHAT ELSE SHOULD I KNOW?

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, .

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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **2/16/2026** (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.

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Employees earn 1 hour of paid sick time for every 30 hours of work. For example, if you worked at least **40** hours per week since 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.**

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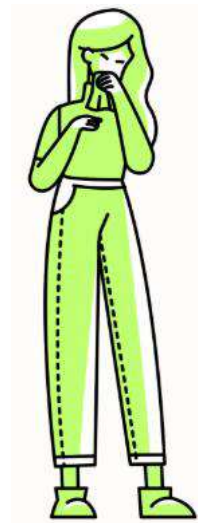
WHAT ELSE SHOULD I KNOW?

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, .

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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **2/16/2026** (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.

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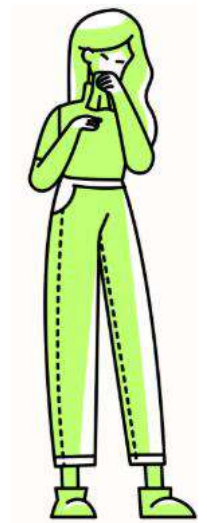
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HOW DO I EARN PAID SICK TIME?

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.**

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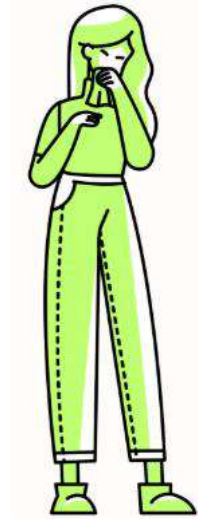
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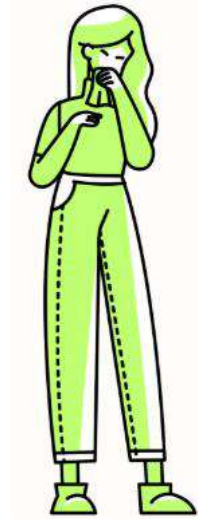
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HOW DO I EARN PAID SICK TIME?

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.**

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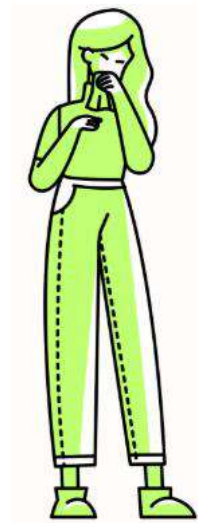
WHAT ELSE SHOULD I KNOW?

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.

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



LEO - ESTA
Information



FLS - Injuries and
Illness

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

Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **4/7/2026** (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 sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

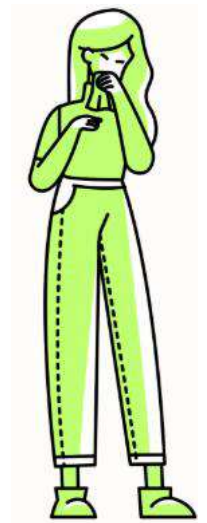
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26037-624643 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, .

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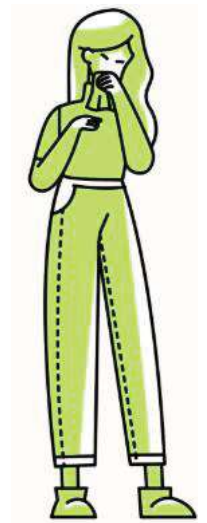
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