

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

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

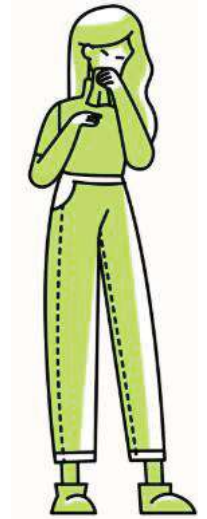
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25328-433336 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.

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).



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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-300-25314-392877**), 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 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-300-25314-392877 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, .

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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 **2/2/2026** (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 sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

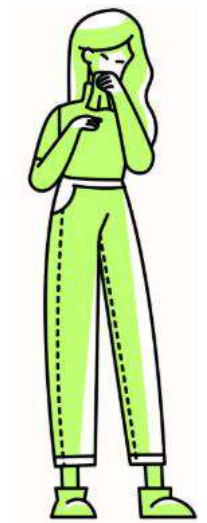
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25329-437891 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.

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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 **6/5/2026** (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.**

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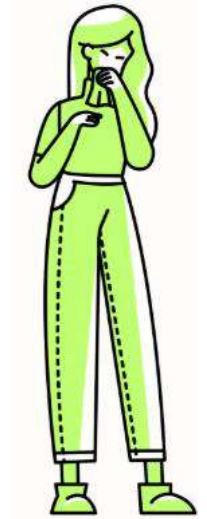
WHAT ELSE SHOULD I KNOW?

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.

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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 **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.**

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HOW DOES IT WORK?

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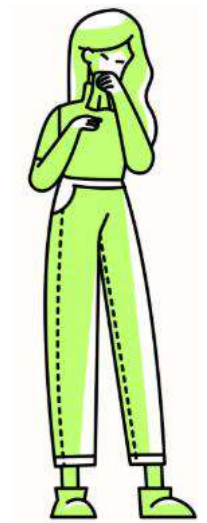
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25311-387761 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.

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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **4/13/2026** (which is the first day of **H-300-26040-627469**), then beginning **8/11/2026** you can start using the paid sick time you have already earned. Some employers may permit employees to use sick time *prior* to completing 120 days of employment. Also, **if you worked for the same employer in another state or were rehired within 2 months**, your initial employment counts toward your 120 days.

HOW DO I EARN PAID SICK TIME?

Employees earn 1 hour of paid sick time for every 30 hours of work. For example, if you worked at least **45** hours per week since 4/13/2026 you likely would have earned hours by 8/11/2026 and **the more time you work, the more sick time you will earn and be eligible to use.** Employers may have policies that allow employees to earn or use more sick time, and generally **employers must allow workers** who have earned 72 or more hours of sick time **to use at least 72 hours of paid sick time each year.**

WHAT QUALIFIES AS PAID SICK TIME?

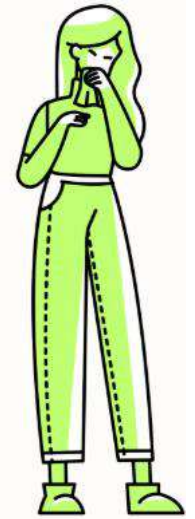
Sick time can be used for your or your family member's mental or physical illness, injury, or health condition; including time off needed for any medical diagnosis, appointments, care, recovery, or treatment. It may also be used to obtain services related to domestic violence or sexual assault experienced by yourself or your family member. It can be used if your work closes due to a public health emergency, or if you need to care for a child whose school or place of care has been closed due to a public health emergency.

HOW DOES IT WORK?

Once you know you need to use sick time, tell your employer. Your employer **cannot request** documentation, unless you use more than 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-300-26040-627469 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,



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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.

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