

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

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

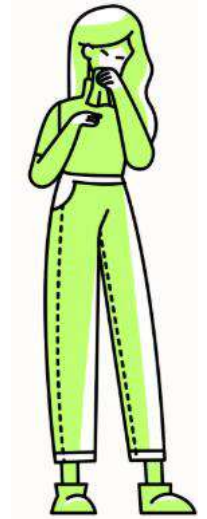
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26013-554853 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.

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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-300-26078-714668**), 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?

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## HOW DOES IT WORK?

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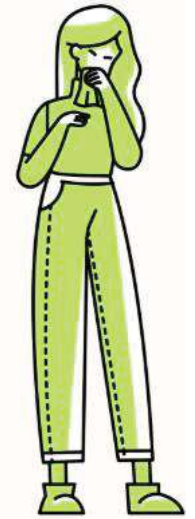
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26078-714668 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.

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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 **5/10/2026** (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?

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## HOW DOES IT WORK?

Once you know you need to use sick time, tell your employer. Your employer **cannot request** documentation, unless you use more than three (3) consecutive days; **cannot require** you to find coverage at work while you are out; and **cannot penalize** you for using your earned sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

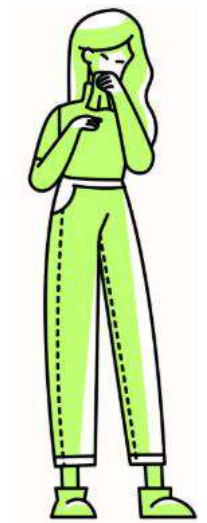
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26070-697019 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, .

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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 **2/10/2026** (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?

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## HOW DOES IT WORK?

Once you know you need to use sick time, tell your employer. Your employer **cannot request** documentation, unless you use more than three (3) consecutive days; **cannot require** you to find coverage at work while you are out; and **cannot penalize** you for using your earned sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

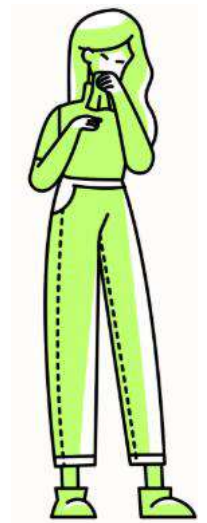
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25337-455510 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.

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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **3/8/2026** (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?

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## HOW DOES IT WORK?

Once you know you need to use sick time, tell your employer. Your employer **cannot request** documentation, unless you use more than three (3) consecutive days; **cannot require** you to find coverage at work while you are out; and **cannot penalize** you for using your earned sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

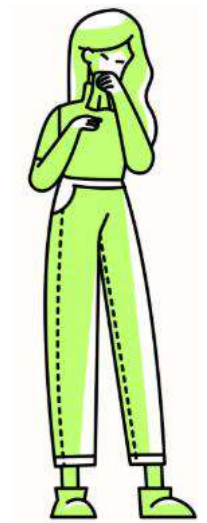
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26007-540691 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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Employees in Michigan, who 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.**

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## HOW DOES IT WORK?

Once you know you need to use sick time, tell your employer. Your employer **cannot request** documentation, unless you use more than three (3) consecutive days; **cannot require** you to find coverage at work while you are out; and **cannot penalize** you for using your earned sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

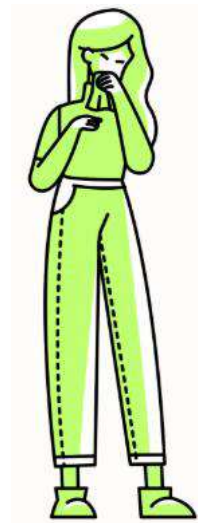
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26011-550461 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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# Feeling sick? You may be eligible for paid time off!

Employees in Michigan, who 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.**

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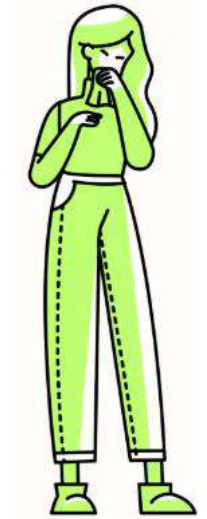
## WHAT ELSE SHOULD I KNOW?

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.

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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 **4/27/2026** (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.

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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 **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.**

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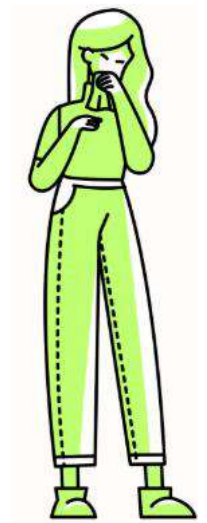
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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **4/27/2026** (which is the first day of **H-300-26043-637640**), then beginning **8/25/2026** 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.

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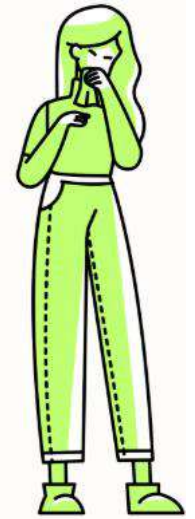
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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **4/27/2026** (which is the first day of **H-300-26049-647168**), then beginning **8/25/2026** 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 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?

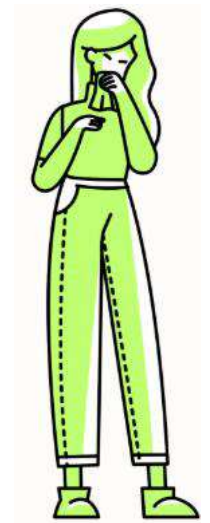
The examples in this flyer are drafted based on the information in H-300-26049-647168 ending on 11/10/2026 is applicable to workers employed by Overlook Harvesting Company, LLC at the following housing sites: 5159 North 120th Ave

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.

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 **4/27/2026** (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 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?

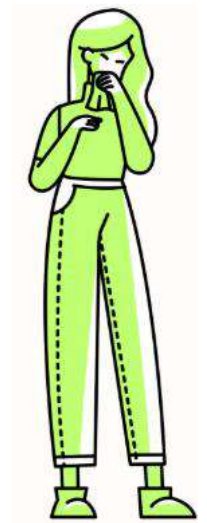
The examples in this flyer are drafted based on the information in H-300-26049-647166 ending on 9/17/2026 is applicable to workers employed by Overlook Harvesting Company, LLC at the following housing sites: 3744 East Winter Road

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



FLS - Injuries and  
Illness

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

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

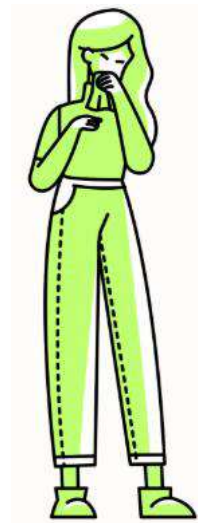
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26035-618931 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



FLS - Injuries and  
Illness

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

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

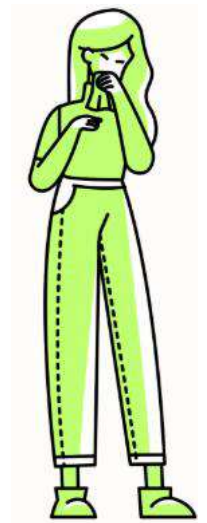
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26030-605934 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.

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LEO - ESTA  
Information



FLS - Injuries and  
Illness

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

Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **4/6/2026** (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 sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

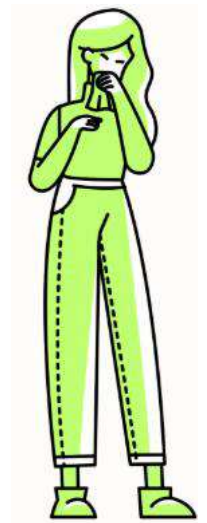
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26022-581467 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.

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LEO - ESTA  
Information



FLS - Injuries and  
Illness

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

Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **4/6/2026** (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 sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

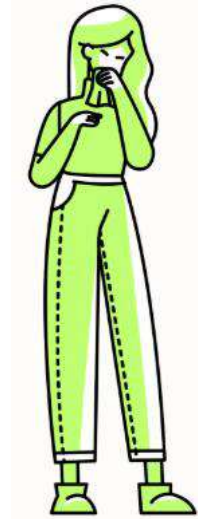
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26022-581863 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.

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LEO - ESTA  
Information



FLS - Injuries and  
Illness

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

Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **4/20/2026** (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 sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

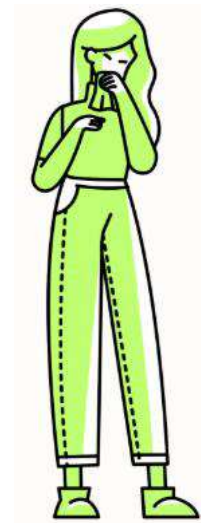
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26050-651376 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



FLS - Injuries and  
Illness

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

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

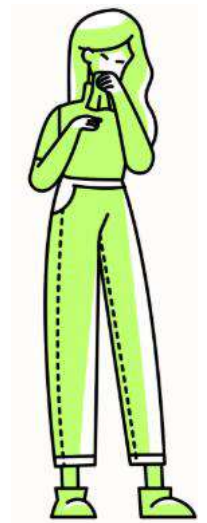
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26062-677337 ending on 12/21/2026 is applicable to workers employed by OPC Arbore 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



FLS - Injuries and  
Illness

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

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

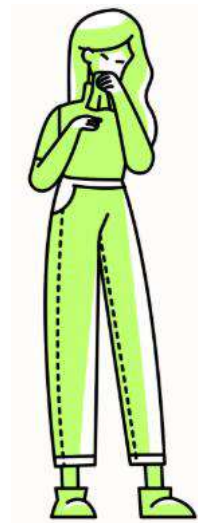
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26097-766534 ending on 12/21/2026 is applicable to workers employed by OPC Arbore 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



FLS - Injuries and  
Illness

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

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

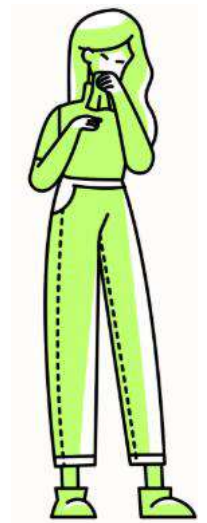
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26098-768784 ending on 12/21/2026 is applicable to workers employed by OPC Arbore 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



FLS - Injuries and  
Illness

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

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

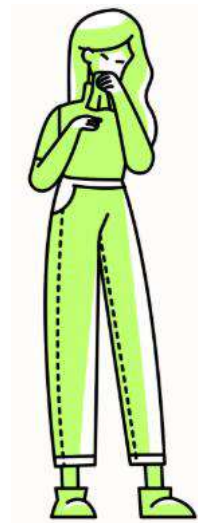
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26035-619358 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.

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LEO - ESTA  
Information



FLS - Injuries and  
Illness

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

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

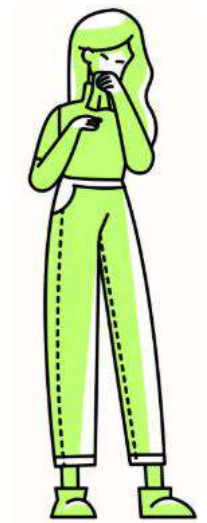
Once you know you need to use sick time, tell your employer. Your employer **cannot request** documentation, unless you use more than three (3) consecutive days; **cannot require** you to find coverage at work while you are out; and **cannot penalize** you for using your earned sick time. Your employer 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-300-26048-644561 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



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 **4/12/2026** (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 sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

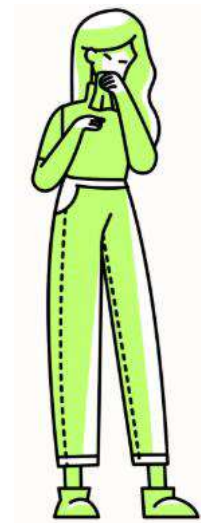
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26042-632747 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.

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LEO - ESTA  
Information



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Illness



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

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

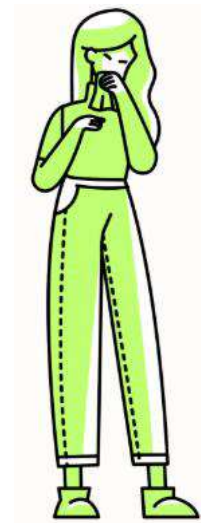
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26042-632720 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.

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LEO - ESTA  
Information



FLS - Injuries and  
Illness



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

Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **4/15/2026** (which is the first day of **H-300-26044-638461**), 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 sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

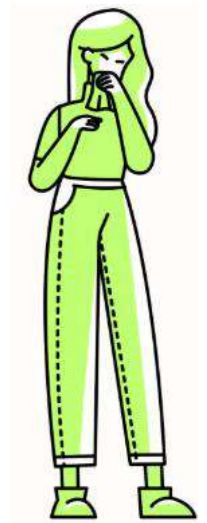
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26044-638461 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



FLS - Injuries and  
Illness

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

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

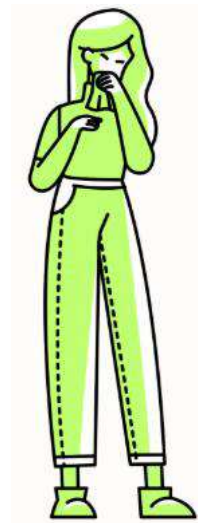
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26035-618670 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



FLS - Injuries and  
Illness

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

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

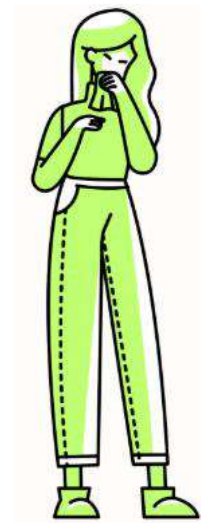
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26044-640428 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



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Illness

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

Employees in Michigan, who 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?

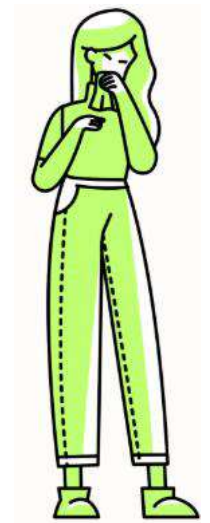
Once you know you need to use sick time, tell your employer. Your employer **cannot request** documentation, unless you use more than three (3) consecutive days; **cannot require** you to find coverage at work while you are out; and **cannot penalize** you for using your earned sick time. Your employer 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-300-26092-750927 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.



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

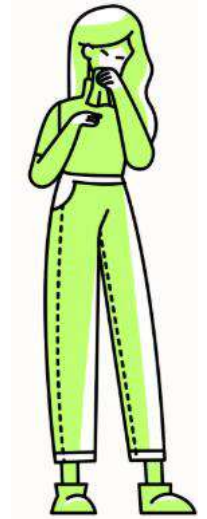
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26061-674377 ending on 12/21/2026 is applicable to workers employed by OPC Arbore 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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Information



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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 **5/15/2026** (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 sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

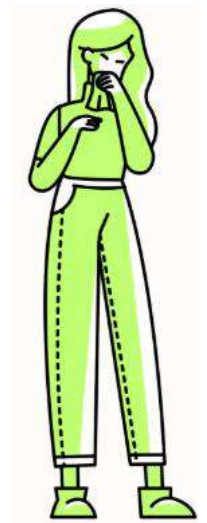
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26061-674116 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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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 **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 sick time. Your employer must **maintain confidentiality** of your reasons for taking time off and cannot disclose the information to anyone without your permission.

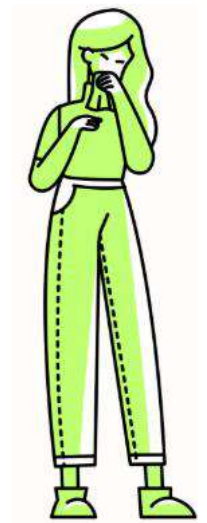
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25265-325543 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.

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

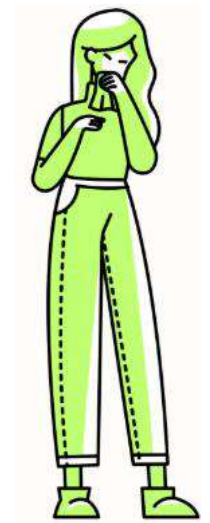
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25351-490164 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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# Feeling sick? You may be eligible for paid time off!

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

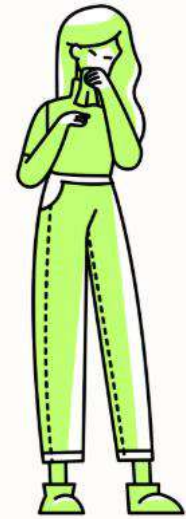
## WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25351-490129 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.

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