

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

Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **2/10/2026** (which is the first day of **H-300-25331-442537**), then beginning **6/10/2026** you can start using the paid sick time you have already earned. Some employers may permit employees to use sick time *prior* to completing 120 days of employment. Also, **if you worked for the same employer in another state or were rehired within 2 months**, your initial employment counts toward your 120 days.

HOW DO I EARN PAID SICK TIME?

Employees earn 1 hour of paid sick time for every 30 hours of work. For example, if you worked at least **40** hours per week since 2/10/2026 you likely would have earned hours by 6/10/2026 and **the more time you work, the more sick time you will earn and be eligible to use.** Employers may have policies that allow employees to earn or use more sick time, and generally **employers must allow workers** who have earned 72 or more hours of sick time **to use at least 72 hours of paid sick time each year.**

WHAT QUALIFIES AS PAID SICK TIME?

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

HOW DOES IT WORK?

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

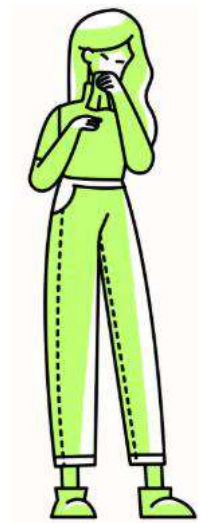
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25331-442537 ending on 7/7/2026 is applicable to workers employed by Pinter Greenhouse Inc at the following housing sites: 6830 Rawsonville Rd. Belleville MI 48111 WASHTENAW COUNTY, .

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

If you are sick from a work-based injury or illness, you may also be eligible for additional benefits under Michigan Workers' Compensation law. Please visit our website for more information on workers' compensation.

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FLS - Injuries and
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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **6/15/2026** (which is the first day of **H-300-26142-943954**), then beginning **10/13/2026** you can start using the paid sick time you have already earned. Some employers may permit employees to use sick time *prior* to completing 120 days of employment. Also, **if you worked for the same employer in another state or were rehired within 2 months**, your initial employment counts toward your 120 days.

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WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26142-943954 ending on 11/15/2026 is applicable to workers employed by Fusilier Family Farms and Greenhouse at the following housing sites: 16420 Herman Rd. Manchester MI 48158 WASHTENAW COUNTY, .

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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **7/17/2026** (which is the first day of **H-300-26131-892677**), then beginning **11/14/2026** you can start using the paid sick time you have already earned. Some employers may permit employees to use sick time *prior* to completing 120 days of employment. Also, **if you worked for the same employer in another state or were rehired within 2 months**, your initial employment counts toward your 120 days.

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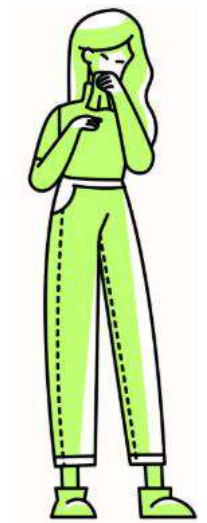
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26131-892677 ending on 11/15/2026 is applicable to workers employed by 5-H Farms Inc. at the following housing sites: 6646 6 Mile Rd. Northville MI 48168 WASHTENAW COUNTY, .

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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **6/22/2026** (which is the first day of **H-300-26103-784951**), then beginning **10/20/2026** you can start using the paid sick time you have already earned. Some employers may permit employees to use sick time *prior* to completing 120 days of employment. Also, **if you worked for the same employer in another state or were rehired within 2 months**, your initial employment counts toward your 120 days.

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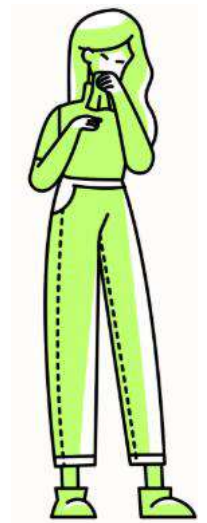
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26103-784951 ending on 12/31/2026 is applicable to workers employed by Junior Produce Farm LLC at the following housing sites: 10525 Whittaker Rd Ypsilanti MI 48196 WASHTENAW COUNTY, .

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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **1/31/2026** (which is the first day of **H-300-25321-413516**), then beginning **5/31/2026** you can start using the paid sick time you have already earned. Some employers may permit employees to use sick time *prior* to completing 120 days of employment. Also, **if you worked for the same employer in another state or were rehired within 2 months**, your initial employment counts toward your 120 days.

HOW DO I EARN PAID SICK TIME?

Employees earn 1 hour of paid sick time for every 30 hours of work. For example, if you worked at least **40** hours per week since 1/31/2026 you likely would have earned hours by 5/31/2026 and **the more time you work, the more sick time you will earn and be eligible to use.** Employers may have policies that allow employees to earn or use more sick time, and generally **employers must allow workers** who have earned 72 or more hours of sick time **to use at least 72 hours of paid sick time each year.**

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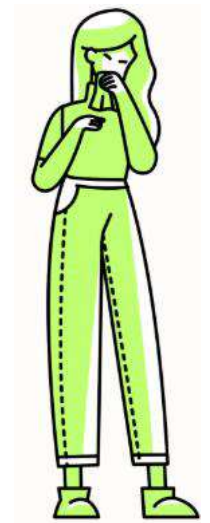
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-25321-413516 ending on 11/30/2026 is applicable to workers employed by Lucas Nursery at the following housing sites: 9909 Ford Road Superior Township MI 48198 WASHTENAW COUNTY, 3840 Napier Road, Canton, MICHIGAN, 48187, WAYNE COUNTY.

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Employees in Michigan, who have been employed for at least **120 days**, must be allowed to use **earned** paid sick time. For example, if you started working on **7/13/2026** (which is the first day of **H-300-26148-957313**), then beginning **11/10/2026** you can start using the paid sick time you have already earned. Some employers may permit employees to use sick time *prior* to completing 120 days of employment. Also, **if you worked for the same employer in another state or were rehired within 2 months**, your initial employment counts toward your 120 days.

HOW DO I EARN PAID SICK TIME?

Employees earn 1 hour of paid sick time for every 30 hours of work. For example, if you worked at least **45** hours per week since 7/13/2026 you likely would have earned hours by 11/10/2026 and **the more time you work, the more sick time you will earn and be eligible to use.** Employers may have policies that allow employees to earn or use more sick time, and generally **employers must allow workers** who have earned 72 or more hours of sick time **to use at least 72 hours of paid sick time each year.**

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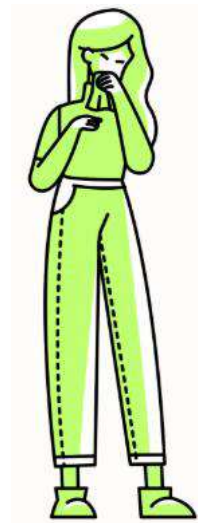
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The examples in this flyer are drafted based on the information in H-300-26148-957313 ending on 11/11/2026 is applicable to workers employed by Horizon Lawn Maintenance Inc. at the following housing sites: 8264 Vreeland Road Superior Township MI 48198 WASHTENAW COUNTY, .

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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 **3/23/2026** (which is the first day of **H-300-26022-582403**), then beginning **7/21/2026** you can start using the paid sick time you have already earned. Some employers may permit employees to use sick time *prior* to completing 120 days of employment. Also, **if you worked for the same employer in another state or were rehired within 2 months**, your initial employment counts toward your 120 days.

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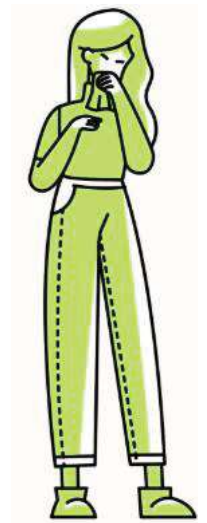
WHAT ELSE SHOULD I KNOW?

The examples in this flyer are drafted based on the information in H-300-26022-582403 ending on 12/1/2026 is applicable to workers employed by Salisbury Landscape Group, LLC at the following housing sites: 50946 Martz Rd Belleville MI 48111 WAYNE COUNTY, 12023 Tuttle Hill Rd, Willis, MICHIGAN, 48131, WASHTENAW COUNTY; 50946 Martz Rd, Belleville, MICHIGAN, 48111, WASHTENAW COUNTY.

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