



Michigan Department of Labor & Economic Opportunity

Wage and Hour Division

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Lansing, MI 48909-7976

REQUIRED POSTER



GRETCHEN WHITMER GOVERNOR

SUSAN CORBIN DIRECTOR

GENERAL REQUIREMENTS – EARNED SICK TIME ACT*

Your employer's 'year' for the purposes of the Earned Sick Time Act is: _____

Earned Sick Time Accrual

Table with 3 columns: Number of Employees, Minimum Accrual Rate, Employer May Limit Use To. Rows for 10 or fewer employees and 11 or more employees.

- Determined by Employer written policy earned sick time may be carried over from year to year or paid out.
• Earned sick time shall begin to accrue on the effective date of this law, or upon commencement of the employee's employment, whichever is later.
• An employee may use accrued earned sick time as it is accrued.
• An employer is in compliance with the act if it provides any paid leave in at least the same amounts as that provided under this act...

Earned Sick Time Uses

- An employer shall permit an employee to use the earned sick time accrued for any of the following:
• The employee's or the employee's family member's mental or physical illness, injury, or health condition;
• If the employee or the employee's family member is a victim of domestic violence or sexual assault, for medical care or psychological or other counseling...
• For meetings at a child's school or place of care related to the child's health or disability...
• For closure of the employee's place of business by order of a public official due to a public health emergency...

Exercise of Rights

- An employer or any other person shall not interfere with, restrain, or deny the exercise of, or the attempt to exercise, any right protected under this act.
• An employer shall not take retaliatory personnel action or discriminate against an employee because the employee has exercised a right protected under this act.
• An employer's absence control policy must not treat earned sick time taken under this act as an absence that may lead to or result in retaliatory personnel action.

Complaint Filing

An employee affected by an alleged violation, at any time within 3 years after the alleged violation or the date when the employee knew of the alleged violation may file a complaint with the Wage & Hour Division.

*For precise language of the statute, see Public Act 338 of 2018, as amended
Auxiliary aids, services and other reasonable accommodations are available, upon request, to individuals with disabilities.
www.michigan.gov/wagehour • Toll Free 1-855-4MI-WAGE (1-855-464-9243)
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