

**Michigan Releases Paid Sick Leave FAQs and
Poster Ahead of Law's Effective Date**

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Less than three weeks ahead of the effective date of Michigan's paid sick leave law, the [Paid Medical Leave Act](#) ("PMLA"),¹ the Department of Licensing and Regulatory Affairs ("LARA") has launched a [website](#) featuring a [frequently asked questions](#) ("FAQs") document and a model poster complying with the PMLA's poster requirements.

Beginning March 29, 2019, Michigan employers will be required to display a poster regarding the PMLA in a conspicuous location in the workplace. LARA has issued the [model poster](#) in English so far; Spanish and Arabic versions of the poster are on the way. While the PMLA does not require employers to display posters in all three languages, employers should make a poster available to employees in their primary language, if the poster is offered by LARA.

The FAQs document answers 25 questions about the PMLA, including the following:

- **Are there any employees who are not covered by the [PMLA]?**

The [PMLA] has 12 specific employee exemptions, most notably employees who worked less than 25 hours per week on average in the preceding calendar year and, also overtime exempt employees....

- **How does an eligible employee accrue paid medical leave?**

Paid medical leave is accrued at a rate of 1 hour for every 35 actual hours worked; however, an employer is not required to allow accrual of over 1 hour in a calendar week or more than 40 hours in a benefit year.

- **May an employee carry over unused paid medical leave from one benefit year to the next?**

Yes. Employees can carry over up to 40 hours of unused accrued paid medical leave from one benefit year to the next; however, employers are

¹ For more information regarding the PMLA, please see our previous *Act Now Advisory* titled "[Michigan Amends Recently Enacted Paid Sick Leave Law.](#)"

not required to allow employees to use more than 40 hours in a single benefit year.

Other FAQs address setting hourly increments of use, define a benefit year, and indicate the bases for taking leave.

What Michigan Employers Should Do Now

As the PMLA will go into effect soon, employers should promptly take the following actions:

- Determine if your employees are covered by the PMLA.
- Ascertain whether your current leave policy meets or exceeds the requirements of the PMLA.
- If necessary, revise your leave policy to be in compliance with the PMLA by March 29.
- Review LARA's website and the [FAQs document](#).
- Prepare to display the [English version](#) of the model poster, and monitor [LARA's PMLA poster page](#) (or call 855-464-9243) for the forthcoming Spanish and Arabic versions.

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