

What is the Michigan Earned Sick Time Act (ESTA)?

Michigan's Earned Sick Time Act, effective as of October 1st, 2025, requires all employers to provide earned sick time to their employees

Overview

- Employees can earn up to 40 hours of sick time annually, accruing 1 hour per 30 hours worked.
- Sick time can be used to take off to care for sick family members, doctor's appointments, preventive care, and more.
- Employees will start accruing time on October 1st, 2025, or their employment start date, whichever is later.
- Earned sick time may be used beginning on the 120th day after it started accruing. This is known as the waiting period.

Frequently Asked Questions

- Employees will earn up to 40 hours of sick time per year, based on total hours worked.
- Notify employers if you will miss work for any reason. Advanced notice is preferred.
- Employers and Employees should talk about your expectations for sick time.
- Up to 40 hours of sick time can be carried over to the next calendar year.
- Only 40 hours of sick time may be used in a single calendar year.
- Hours above 40 will be forfeited.

NOTE: Keep tabs on accrued sick time hours by checking paystubs often.

Sick time can be submitted using the **Earned Sick Time – Timesheet** located on our website:

<https://passelfdirection.com/wp-content/uploads/2025/09/PAS-Accrued-Pay-Timesheet-09.25.pdf>

Submit it to <mailto:ab@PASSelfDirection.com> or via the fax number provided.

Questions? Call us at: **734.729.3100**.