



News & Types: Client Advisories

Paid Earned Sick Time (40 hours or 72 hours) – Count Nationwide

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Practices: Employment, Labor & Benefits

If your company employs 10 or fewer employees (full-time, part-time, temporary) nationwide, your company must either (1) frontload 40 hours of paid earned sick time for Michigan employees each year, or (2) accrue paid sick time for Michigan employees, at a rate of one hour of paid earned sick time for every 30 hours worked each year. If paid earned sick time is accrued, a company with 10 or fewer employees nationwide is not required to permit an employee to use more than 40 hours of paid earned sick time in a single year.

If your company employs 11 or more employees (full-time, part-time, temporary) nationwide, your company must either (1) frontload 72 hours of paid earned sick time for Michigan employees each year, or (2) accrue sick time for Michigan employees, at a rate of one hour of paid earned sick time for every 30 hours worked each year. If paid earned sick time is accrued, a company with 11 or more employees nationwide is not required to permit an employee to use more than 72 hours of paid earned sick time in a single year.

Be sure to count employees nationwide.

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