New Paid Sick Time Benefit Eligibility
State of Michigan’s Paid Medical Leave Act of 2018 (PMLA)
Effective March 29, 2019

1. All hours worked are included in eligibility assessment (bargained-for, temp, etc.)
2. Current year cumulative of all paid leave plans employee has such as sick, vacation, PTO, etc.
3. PMLA sick bank load and pro-rating only occurs with first qualifying PMLA appointment for the calendar year
4. For PMLA purposes, qualifying new appointment = a temporary appointment or a non-exempt, regular appointment not represented by a collective bargaining agreement

For more information, visit hr.umich.edu/absence-from-work.