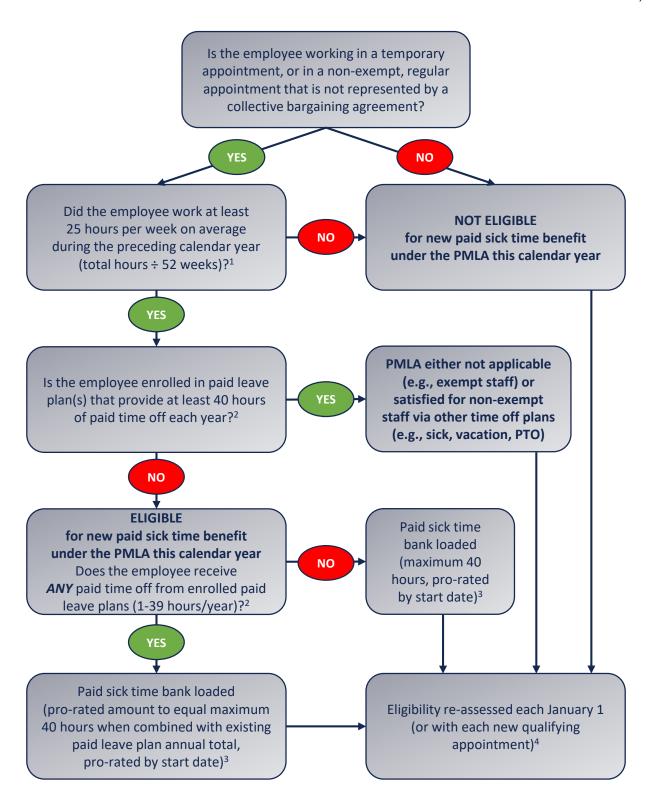


## **New Paid Sick Time Benefit Eligibility**

State of Michigan's Paid Medical Leave Act of 2018 (PMLA) Effective March 29, 2019



<sup>&</sup>lt;sup>1</sup> All hours worked are included in eligibility assessment (bargained-for, temp, etc.)

<sup>&</sup>lt;sup>2</sup> Current year cumulative of all paid leave plans employee has such as sick, vacation, PTO, etc.

 $<sup>^3</sup>$  PMLA sick bank load and pro-ration only occurs with first qualifying PMLA appointment for the calendar year

<sup>&</sup>lt;sup>4</sup> For PMLA purposes, qualifying new appointment = a temporary appointment or a non-exempt, regular appointment not represented by a collective bargaining agreement