
Paid Medical Leave Act and Minimum Wage Posters Issued by the State of Michigan

By Steven K. Girard / Mar 06, 2019

On December 14, 2018, former Michigan Governor Rick Snyder signed bills significantly amending Michigan's Minimum Wage Law and creating a new law requiring certain Michigan employers to provide paid medical leave benefits to its employees. In compliance with the requirements of these new laws, the Michigan Department of Licensing and Regulatory Affairs (LARA) has issued posters summarizing the new laws' requirements and has also issued a "Frequently Asked Questions" (FAQs) regarding the Paid Medical Leave Act (PMLA).

The PMLA requires Michigan employers with 50 or more employees to provide paid sick leave benefits to their eligible full time employees. The PMLA requires that these new benefits begin to accrue on March 29, 2019 (the effective date of the Act) or when the employee is hired, whichever is later. The PMLA has twelve specific employee exemptions, most notably employees who worked less than 25 hours per week on average in the preceding calendar year, overtime exempt employees, and private sector unionized employees. Paid medical leave is accrued under the PMLA 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.

The amendment to Michigan's minimum wage law, the Workforce Opportunity Wage Act, increases Michigan's minimum wage to \$9.45 on March 29, 2019. Thereafter, every January 1 the minimum wage will increase until it peaks at \$12.05 on January 1, 2030.

Under both Acts, employers are required to display posters summarizing the Acts' requirements in accessible and conspicuous locations in the workplace. To access the State's poster for the minimum wage increase, follow the following link: [WHD 9904 Required Poster, General Requirements - Minimum Wage and Overtime English Language effective 3/29/2019](#). To access and download the required poster for the PMLA, please follow the following link: [WHD 9911 Paid Medical Leave Act Required Poster](#). The FAQs for the PMLA can be accessed at the following link: [Paid Medical Leave Act \(PMLA\) FAQs](#).

If you have any questions regarding the posters, the FAQs, the PMLA, or the increase in the minimum wage, please contact Steven Girard or any member of the Clark Hill Labor and Employment Group.