



## LIVINGSTON COUNTY, MICHIGAN

### Human Resources Department

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DATE: February 24, 2025

TO: Livingston County Board of Commissioners

FROM: Jennifer Palmbos, Director of Human Resources/Labor Relations

RE: Updates to Nonunion Employee Sick Time Policy

The Board of Commissioners passed Resolution 2025-01-004 after the Michigan Supreme Court issued an opinion resulting in changes to the state's earned sick time laws and established the Michigan Earned Sick Time Act. On February 21, 2025, the Governor of Michigan signed into law further changes to the state's earned sick time law.

The attached policy updates are consistent with the most recent legislation.

These include:

- Making clear that the effective February 21, 2025, all employees, including full-time, part-time, temporary and seasonal, will accrue paid sick leave time at one (1) hour *for every thirty (30) hours worked* not including hours used as paid time off.
- Current employees may begin using their accrued leave time as it accrues. Employees hired after February 21, 2025, will begin accruing paid sick time immediately but may not begin using their accrued time until the one hundred twentieth (120<sup>th</sup>) instead of as previously approved after the ninetieth (90<sup>th</sup>) calendar day after commencing their employment with the County.
- Upon request by the Employer, an employee shall provide the documentation as to the need for sick time use to the Employer "within fifteen (15) days of the request" instead of the open ended "in a timely manner."
- If an employee separates from their employment with Employer and their sick time had not previously been paid out at separation of employment and is rehired by the Employer within **two (2)** months of separation (instead of six (6) as previously stated

under law), the employee's accrued but unused earned paid sick leave time shall be reinstated in full and the employee shall begin accruing paid sick leave time as set forth in the Policy.

- Employer's current policy of paying out sick time at retirement or after 10 years' employment will continue without change.

Civil counsel approves as to form the attached policy that is consistent with the new legal requirements.

The Paid Sick Leave Policy will be incorporated into the Non-Union Employee Personnel Manual upon approval of this resolution by the Livingston County Board of Commissioners.