

## COMPLIANCE LAGGING WITH MICHIGAN'S PAID MEDICAL LEAVE ACT

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Beginning on March 29, 2019, Michigan employers with 50 or more employees will be required to provide eligible employees paid medical leave under the recently enacted Paid Medical Leave Act (the "Act"). If you are an employer covered by the Act, then you must do a number of things. **First**, and most importantly, you must provide "eligible employees" paid medical leave under the terms of the Act. **Second**, you must display a poster containing specific information about the Act in a conspicuous place accessible to eligible employees (available on the web at <http://bit.ly/2KftjXK>). **Third**, you must retain records documenting hours worked and paid medical leave taken by eligible employees for at least one year for review by the Michigan Department of Licensing and Regulatory Affairs.

The Act leaves employers with many questions; accordingly, there has been significant non-compliance with the Act. What employees are eligible for paid medical leave under the Act? What benefits must be provided under the Act? What are permitted uses of paid medical leave under the Act? The answers to these questions are beyond the scope of this article; instead, employers are advised to consult with their counsel to determine the proper course of action based on their unique circumstances and the policies and procedures contained in their handbook.

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