

## Michigan Employers: New Paid Medical Leave Act (PMLA)

*By Lisa Shenduk, Compliance Manager*

Michigan has passed a new Paid Medical Leave Act (PMLA) that will become effective March 29, 2019.

What all Michigan employers need to know:

- Paid Medical Leave Act applies to employers with 50 or more employees regardless of full or part-time status or how many hours they work.
- Employers are required to provide 40 hours paid medical leave to all non-exempt employees. Employees will accrue 1 hour of paid medical leave for every 35 hours worked, up to 40 hours in a benefit year. (an employee must work 25 hours or more a week to be eligible to accrue paid medical leave hours)
- Employees are eligible for PMLA due to a medical diagnosis, treatment and care of their own or for their family member. Please review additional qualifications listed in number 12 of the FAQ's provided below.
- Employers that currently do NOT provide 40 hours of paid time off for employees, will need to review current policies and make the necessary changes to comply with the new law when it goes into effect.
- Paid Medical Leave will begin to accrue when the law becomes effective March 29, 2019
- Employers are required to provide a [posting](#) for employees, that is accessible, which explains the general requirements of the Paid Medical Leave Act.

Visit and review a complete list of [FAQs](#) regarding Paid Medical Leave Act in Michigan. Please contact me by email [lshenduk@benefitreview](mailto:lshenduk@benefitreview) for any additional questions.

*Disclaimer:* This Compliance Alert is for informational purpose only. It is not intended to be exhaustive and should not be construed as or substituted for legal or tax advice. Please consult with legal counsel or a tax advisor for further guidance.

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