**Michigan Earned Sick Time Act**[**House Bill 4002**](https://www.legislature.mi.gov/Bills/Bill?ObjectName=2025-HB-4002)

**House of Representative SAMPLE Email**

**(**Include how many employees you employ and a general idea of business/manhours contribution to the State.)

Please support legislation, current bill introduced **HB 4002**, to lessen the harm of the recent Michigan Supreme Court decision on paid leave and make implementation more workable for employers and employees alike.

Some of the provisions in the ESTA that cause severe challenges include:

* As a construction contractor we are already facing skilled workforce shortage, the ESTA will only amplify the shortage and being able to staff our jobsites.  Especially with the no notice/no call for three days, will cause extreme disruption to all projects.  We are under contracts to complete projects that can not be revised.
* Collective Bargaining Agreement (CBA) covered workforce should STAY exempt from the ESTA.  One size does NOT fit all under ESTA and the workforce under a CBA are transit and have work conditions that are bargained collectively between parties.  Our employees work for many different Employers throughout the year and the requirement of the ESTA will be extremely difficult to track and add burden to an already regulated work environment through a CBA.  At the very least the Law is clear that ESTA won’t go into effect until the CBA expires, however the Leo Office and Attorney General recent opinion contradicts the way the law is written.  I would ask HB 4002 to exclude any workers covered under a Collective Bargaining Agreement from the ESTA.
* There are no exemptions – even for small businesses – and all employees must be covered: full-time, part-time, seasonal, temps, independent contractors, etc.
* The 72 hours of mandatory leave can be used intermittently and without advanced notification to the business, which will exacerbate staffing shortages.
* All unused sick leave at the end of a year must roll over to the next year, with no cap on the number of hours that can be rolled over.
* It severely limits the ability of employers to deal with abuses by specifying "an employer's absence control policy shall not treat earned sick time taken under this act as an absence that may lead to or result in retaliatory personnel action."
* It’s a litigation nightmare, allowing employees to sue businesses and automatically assuming the employee’s side for unfavorable personnel actions (via a rebuttable presumption). This puts employers in the position of having to defend their HR decisions in court. No other state has a rebuttable presumption, creating a disincentive to hiring and entrepreneurship in Michigan.

I am asking for your help to make these requirements more reasonable. We are not asking for the status quo but there needs to be changes made to the ESTA to help everyone.

Without a legislative fix, my business – and so many others across your district and our state – will be forced to make drastic and costly changes. I am worried about the impact this will have on employees, workplace culture, Michigan economy and more.

 I hope I can count on your support for finding a better alternative and save the Michigan economy for everyone.

**Michigan Earned Sick Time Act**[**Senate Bill 15**](https://www.legislature.mi.gov/Bills/Bill?ObjectName=2025-SB-0015)

**Senate SAMPLE Email**

(Include how many employees you employ and a general idea of business/manhours contribution to the State.)

Please support legislation, current bill introduced **SB 15** with language from **HB 4002**, to lessen the harm of the recent Michigan Supreme Court decision on paid leave and make implementation more workable for employers and employees alike.

Some of the provisions in the ESTA that cause severe challenges include:

* As a construction contractor we are already facing skilled workforce shortage, the ESTA will only amplify the shortage and being able to staff our jobsites.  Especially with the no notice/no call for three days, will cause extreme disruption to all projects.  We are under contracts to complete projects that can not be revised.
* Collective Bargaining Agreement (CBA) covered workforce should STAY exempt from the ESTA.  One size does NOT fit all under ESTA and the workforce under a CBA are transit and have work conditions that are bargained collectively between parties.  Our employees work for many different Employers throughout the year and the requirement of the ESTA will be extremely difficult to track and add burden to an already regulated work environment through a CBA.  At the very least the Law is clear that ESTA won’t go into effect until the CBA expires, however the Leo Office and Attorney General recent opinion contradicts the way the law is written.  I would ask SB 15 and HB 4002 to exclude any workers covered under a Collective Bargaining Agreement from the ESTA.
* There are no exemptions – even for small businesses – and all employees must be covered: full-time, part-time, seasonal, temps, independent contractors, etc.
* The 72 hours of mandatory leave can be used intermittently and without advanced notification to the business, which will exacerbate staffing shortages.
* All unused sick leave at the end of a year must roll over to the next year, with no cap on the number of hours that can be rolled over.
* It severely limits the ability of employers to deal with abuses by specifying "an employer's absence control policy shall not treat earned sick time taken under this act as an absence that may lead to or result in retaliatory personnel action."
* It’s a litigation nightmare, allowing employees to sue businesses and automatically assuming the employee’s side for unfavorable personnel actions (via a rebuttable presumption). This puts employers in the position of having to defend their HR decisions in court. No other state has a rebuttable presumption, creating a disincentive to hiring and entrepreneurship in Michigan.

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