



## **COUNCIL ACTION SUMMARY SHEET**

**MEETING DATE:** June 9, 2025

**TOPIC** Sick Leave Policy

### **BACKGROUND BRIEF:**

Council is scheduled to consider adopting a formal sick leave policy. The purpose of this policy is to comply with Michigan's Earned Sick Time Act (ESTA), Public Act 338 of 2018, as amended by Act 2 of 2025, effective February 21, 2025, for employers with 11 or more employees. This policy ensures compliance with Michigan's Earned Sick Time Act and supports the health and well-being of employees and their families. The Michigan ESTA requires most Michigan employers to provide their employees with earned sick time, which they can use for their own illness, injury, or a family member's illness, and for other reasons. The law, which went into effect on February 21, 2025, mandates that employees accrue one hour of earned sick time for every 30 hours worked.

Attached is the proposed policy. The policy has been reviewed and approved by the Village Attorney.

### **SUMMARY OF PREVIOUS COUNCIL ACTION:**

None

### **FINANCIAL IMPACT:**

While there is no monetary impact relating to this policy, the provision of sick leave does result in postential loss of work productivity as employees utilize their available leave time. Conversely, however, providing sick leave for employees may also increase work productivity through enhanced job satisfaction as this benefit permits employees the opportunity to take care of their own or their loved ones health issues.

### **RECOMMENDED MOTION:**

To adopt the Village of Lake Orion sick leave policy as presented to comply with Michigan's Earned Sick Time Act (ESTA), Public Act 338 of 2018, as amended by Act 2 of 2025, effective February 21, 2025.