

## MEMORANDUM

To: Members of the Committee on Regulatory Affairs, Michigan Senate

From: Brian J. Shoaf, Vice President of Public Policy and Business Advocacy, Chamber

Date: February 11, 2025

Subject: Concerns Regarding the Implementation of the Earned Sick Time Act

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I am writing to bring to your immediate attention the increasing concerns among our Chamber members, and businesses at large, regarding the upcoming implementation of the Earned Sick Time Act. The apprehension among businesses, both large and small, is palpable, and there is an urgent need for legislative action to address these issues.

Recently, the Chamber organized a webinar featuring Sean Egan, Deputy Director for LEO, which was attended by over 500 participants for the duration of the meeting. During the webinar, we received over 120 questions from our members. While many of these questions were addressed during the session, I am attaching a synopsis of the hundreds of questions that have been submitted by Chamber members for your review. These questions offer a glimpse into the myriad of challenges that businesses are encountering as they attempt to comply with the Act.

The Chamber respectfully urges the Senate to pass legislation that will provide relief to businesses grappling with the complexities of the Earned Sick Time Act. Prompt legislative action is essential to alleviate the burden on businesses and ensure a smoother implementation process.

Chamber members have indicated that there are five changes in the current law that are causing the most stress for employers:

1. Allowing employers with more generous PTO policies the opportunity to continue those policies.
2. Specifically allowing for the frontloading of ESTA hours.
3. An exemption for small businesses and seasonal employees.
4. Requiring employer notification prior to using ESTA hours unless incapacitated.
5. Removing a private right of action.

Thank you in advance for your attention to Chamber member's requests and your prompt efforts to solve this issue satisfactorily.