

Pursuant to the Michigan Paid Medical Leave Act (MPMLA), which was effective as of March 29, 2019, Central Michigan University has expanded the relationships and occasions for which benefit-eligible staff can use sick time. Please find additional details below. For more information related to sick time, please refer to your contract or handbook.

Authorized uses of sick time

Employees may use accrued sick time to cover absences arising from an employee’s need to attend to their own or to an immediate family member’s covered needs as defined in the MPMLA, below:

- diagnosis, care, or treatment of mental or physical illness, injury, or health condition;
- preventative medical care;
- survival of domestic violence or sexual assault¹; or
- closure of employee’s primary workplace or employee’s child’s school or place of care due to a public health emergency/communicable disease¹.

¹as defined by the Michigan Paid Medical Leave Act.

For the purposes of complying with the MPMLA, “immediate family members” include the following kinship relationships:

- Biological, adopted, or foster child, stepchild, or legal ward, or child to whom the eligible employee stands in loco parentis
- Legal spouse under the laws of any state
- Parent of eligible employee/employee’s spouse: biological parent, foster parent, stepparent, or adoptive parent, legal guardian, or an individual who stood in loco parentis when the eligible employee was a minor child
- Grandparent
- Grandchild
- Biological, foster, or adopted sibling

The first 40 hours of sick time utilized in a calendar year (for the employee and/or employee’s immediate family member) will be considered time taken pursuant to and allowed by the Michigan Paid Medical Leave Act and satisfies the university’s obligations thereunder.

Contact information

Employees with questions about the Michigan Paid Medical Leave Act may contact HR-Employment Services at 989-774-2010 or emplsvcs@cmich.edu.