

MIDDLEBURY TOWNSHIP BOARD OF TRUSTEES

RESOLUTION NO. 2025-04

A RESOLUTION TO ADOPT A POLICY TO COMPLY WITH THE MICHIGAN EARNED SICK TIME ACT

WHEREAS, the Michigan Legislature enacted the Earned Sick Time Act ("ESTA"), which took effect on February 21, 2025; and

WHEREAS, the ESTA, as amended by Public Act 2 of 2025, requires all employers in Michigan, including municipalities like Middlebury Township, to provide eligible employees, if any, with paid sick time; and

WHEREAS, Middlebury Township is considered a "small business" under the Act, as it has ten or fewer eligible employees; and

WHEREAS, the effective date for compliance with the ESTA for small businesses is October 1, 2025; and

WHEREAS, the Township is required to establish a policy that outlines the employee eligibility and exceptions standards, accrual and use of earned sick time for its eligible employees to ensure full compliance with the state law; and

WHEREAS, the Township Board of Trustees has reviewed the requirements of the ESTA and the draft "Middlebury Township Earned Sick Time Policy."

NOW, THEREFORE, BE IT RESOLVED, BY THE TOWNSHIP BOARD OF TRUSTEES OF MIDDLEBURY TOWNSHIP, MICHIGAN, AS FOLLOWS:

1. **ADOPTION OF POLICY:** The Middlebury Township Board of Trustees hereby adopts the "Middlebury Township Earned Sick Time Policy" as attached and incorporated by reference into this Resolution.
2. **AUTHORITY AND IMPLEMENTATION:** The Township Supervisor and Township Clerk are hereby authorized and directed to take all necessary actions to implement this policy, including, but not limited to, providing written notice to all employees and posting the required information as mandated by the Michigan Department of Labor and Economic Opportunity.

3. **EFFECTIVE DATE:** This Resolution shall take effect immediately upon its passage and the Township's new policy on earned sick time shall be implemented as of the October 1, 2025, deadline for any eligible employee(s).

4. **REPEAL OF CONFLICTING RESOLUTIONS:** All resolutions or parts of resolutions in conflict herewith are hereby repealed to the extent of such conflict.

MOTION OFFERED BY: Michael Herendeen

SUPPORTED BY: Gene Ruess

Upon a roll call vote, the following voted:

AYES: Michael Herendeen, Jamie Aldrich, Ron Powell, Gene Ruess,

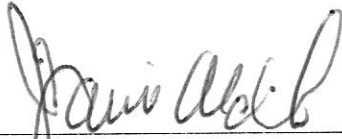
NAYS: \emptyset Jill Ruess

ABSENT: \emptyset

This Resolution is declared adopted.

CERTIFICATION

I hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Middlebury Township Board of Trustees at a regular meeting held on October 14, 2025.



Jamie Aldrich
Middlebury Township Clerk