EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector

Employers are generally prohibited from requiring or requesting any employee or job applicant to

prospective employee for refusing to take a test or for exercising other rights under the Act.

take a lie detector test, and from discharging, disciplining, or discriminating against an employee or

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject

given by the Federal Government to certain private individuals engaged in national security-related

to restrictions, to certain prospective employees of security service firms (armored car, alarm, and

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the

conduct and length of the test. Examinees have a number of specific rights, including the right to a

written notice before testing, the right to refuse or discontinue a test, and the right not to have test

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB

APPLICANTS CAN READILY SEE IT.

1-866-487-9243

REV. 02/2022

The law does not preempt any provision of any State or local law or any collective bargaining

who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that

tests either for pre-employment screening or during the course of employment.

guard), and of pharmaceutical manufacturers, distributors and dispensers.

agreement which is more restrictive with respect to lie detector tests.

violators. Employees or job applicants may also bring their own court actions.

UNITED STATES

resulted in economic loss to the employer

results disclosed to unauthorized persons.

ENFORCEMENT

DEPARTMENT

UNITED STATES

OF LABOR

OF AMERICA

MICHIGAN

FED

FEDERAL MINIMUM WAGE \$7.25 PER HOUR

BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY At least $1\frac{1}{2}$ times the regular rate of pay for all hours worked over 40 in a

CHILD LABOR An employee must be at least 16 years old to work in most non-farm jobs and

at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work nours restrictions. Different rules apply in agricultural employment

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour

do not equal the minimum hourly wage, the employer must make up the **PUMP AT WORK** The FLSA requires employers to provide reasonable break time for a nursing

minimum wage, and/or overtime pay provisions. Certain narrov exemptions also apply to the pump at work requirements. Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico Some state laws provide greater employee protections; employers

free from intrusion from coworkers and the public, which may be used by the

The Department has authority to recover back wages and an equal

amount in liquidated damages in instances of minimum wage, overtime,

iminal prosecution. Employers may be assessed civil money penalties

and other violations. The Department may litigate and/or recommend

for each willful or repeated violation of the minimum wage or overtime

violations of the FLSA's child labor provisions. Heightened civil money

pay provisions of the law. Civil money penalties may also be assessed for

penalties may be assessed for each child labor violation that results in the

death or serious injury of any minor employee, and such assessments may

The law also prohibits retaliating against or discharging workers who file a

Certain occupations and establishments are exempt from the

be doubled when the violations are determined to be willful or repeated.

complaint or participate in any proceeding under the FLSA.

LABOR

nust comply with both Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent

Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

1-866-487-9243

REV. 04/2023

DIRECTOR

\$10.61

REV. 2/2025

SUSAN CORBIN

DIRECTOR

FED

FED

YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

WAGE AND HOUR DIVISIO

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with jobprotected leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees. Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for:

The birth, adoption or foster placement of a child with you, Your serious mental or physical health condition that makes you unable to work, To care for your spouse, child or parent with a serious mental or physical health condition, and Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet #28M(c) for more information

employer-provided paid leave if your employer's paid leave policy covers the reason for which you need

FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any

Am I eligible to take FMLA leave? You are an **eligible employee** if **all** of the following apply You work for a covered employer

Follow your employer's normal policies for requesting leave,

You have worked for your employer at least 12 months. You have at least 1,250 hours of service for your employer during the 12 months before your leave, Your employer has at least 50 employees within 75 miles of your work location.

Airline flight crew employees have different "hours of service" requirements. You work for a **covered employer** if **one** of the following applies: You work for a private employer that had at least 50 employees during at least 20 workweeks in the You work for an elementary or public or private secondary school, or

You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management. How do I request FMLA leave? Generally, to request FMLA leave you must:

Give notice at least 30 days before your need for FMLA leave, or If advance notice is not possible, give notice as soon as possible. You do not have to share a medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave. Your **employer may request certification** from a health care provider to verify medical leave and may

request certification of a qualifying exigency. The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights. State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress. What does my employer need to do? If you are eligible for FMLA leave, your employer must:

Allow you to take job-protected time off work for a qualifying reason, Continue your group health plan coverage while you are on leave on the same basis as if you had Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave. Your employer cannot interfere with your FMLA rights or threaten or punish you for exercising your

rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation. After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify you in writing:

About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected leave. Where can I find more information?

Call 1-866-487-9243 or visit dol.gov/fmla to learn more. If you believe your rights under the FMLA have been violated, you may file a complaint with WHD

or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD DEPARTMENT OF LABOR

STATE OF MICHIGAN

DEPARTMENT OF LABOR AND ECONOMIC

Informational Sheet:

Youth Employment Standards Act 90 of 1978, as amended

POSTING REQUIREMENT

than 6 days in 1 week, nor for a period longer than a weekly average of 8 hours per day or 48 hours in 1

and 7 a.m. A minor who is a student in school shall not be employed more than a combined school and

MCL 409.111 Minor 16 years and over; days and hours of employment; employment in agricultural

Sec. 11. (1). Except as provided in subsection (3), a person shall not employ a minor 16 years of age or

If the minor is a student in school and school is in session, 24 hours in 1 week.

(2) Except as provided in subsection (3), a person shall not employ a minor 16 years of age or older

(3) A person may employ a minor 16 years of age or older in farming operations involved in the

production of seed or in agricultural processing for a period greater than the periods described in

If a minor is a student in school, the period greater than the periods described in subsections (1) and (2)

The minor is employed for not more than 62 hours in any week. However, the employer shall

not require the minor to work more than 48 hours during any week without the consent of

The agricultural processing employer maintains on file a written acknowledgment of the

minor's parent or guardian consenting to the period of employment authorized under this

"Agricultural processing" means the cleaning, sorting or packaging of fruits or vegetables.

research involved in the production of seed, including plant detasseling, hand-pollination.

roguing, or hoeing, and any other similar farming activity required for commercial seed

History: Am. 1978, Act 90, Eff. June 1, 1978 ;-- Am. 1995, Act 251, Eff. Mar. 28, 1996 ;-- Am. 1996, Act 499,

Imd. Eff. Jan. 9, 1997 ;-- Am. 2000, Act 418, Imd. Eff. Jan. 8, 2001 ;-- Am. 2011, Act 197, Imd. Eff. Oct. 18,

Sec. 12. A minor shall not be employed for more than 5 hours continuously without an interval of at

least 30 minutes for a meal and rest period. An interval of less than 30 minutes shall not be considered

MCL 409.112a Prohibition of minors working alone in occupation involving a cash transaction after

Sec. 12a. A minor who would otherwise be permitted under this act to be employed in an occupation

IMPORTANT: Administrative Rule, R408.6207 REQUIRES A MINOR SUBJECT TO ACT 90 BE SUPERVISED

LEO is an equal opportunity employer/program

Auxiliary aids, services and other reasonable accommodations are available, upon request, to

individuals with disabilities.

WAGE AND HOUR DIVISION

P.O. Box 30476 • Lansing, Michigan 48909-7976

OVERNIGHT MAIL ADDRESS: 2407 N. GRAND RIVER • LANSING, MICHIGAN 48906

Toll Free: 1-855-4MI-WAGE (1-855-464-9243) • (517) 284-7800 • FAX (517) 763-0110

www.michigan.gov/wagehour

subject to this act shall not be employed in an occupation that involves a cash transaction subject

to this act after sunset or 8 p.m., whichever is earlier, at a fixed location unless an employer or other

employee 18 years of age or older is present at the fixed location during those hours.

BY THE EMPLOYER OR ANOTHER EMPLOYEE 18 YEARS OF AGE OR OLDER

"Farming operations involved in the production of seed" means farming activities and

between 10:30 p.m. and 6 a.m. However, except as provided in subsection (3), a person may employ a

minor 16 years of age or older who is a student in school until 11:30 p.m. on any of the following days:

older in an occupation subject to this act for more than any of the following periods:

During periods when the minor is not regularly enrolled in school.

The minor is employed for not more than 11 hours in 1 day.

The minor is not employed between 2 a.m. and 5:30 a.m.

week, nor more than 10 hours in 1 day. The minor shall not be employed between the hours of 9 p.m.

Sec. 10. A minor under 16 years shall not be employed in an occupation subject to this act for more

UNITED STATES OF AMERICA WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

MCL 409.110 Minor under 16 years; days and hours of employment.

work week of 48 hours during the period when school is in session.

An average of 8 hours per day in 1 week.

Subject to subdivision (e), 48 hours in 1 week.

subsections (1) and (2) if all of the following conditions are met:



REV. 04/2023

SUSAN CORBIN

GRETCHEN WHITMER

GOVERNOR

Six days in 1 week.

On Fridays and Saturdays.

occurs when school is not in session.

(4) As used in this section:

MCL 409.112 Meal and rest period.

sunset or 8 p.m. at fixed location.

to interrupt a continuous period of work.

History: Add. 1980, Act 436, Eff. Mar. 31, 1981.

During school vacation periods.

1 hour for every 30 hours Determined by Employer written policy earned sick time may be carried over from year to year or paid out. A business with 10 or fewer employees is not required to permit an employee to use more than 40 hours of paid earned sick time in a single year, employers with 11 or more employees are not equired to permit an employee to use more than 72 hours of paid earned sick time in a single year.

Earned sick time shall begin to accrue on the effective date of this law, or upon commencement of the employee's employment, whichever is later. An employee may use accrued earned sick time as it is accrued. Newly hired employees may be subject to a 120 day wait period for use. An employer is in compliance with the act if it provides any paid leave in at least the same amounts as that provided under this act that may be used for the same purposes and under the same conditions provided in this act and that is accrued at a rate equal to or greater than the rate described in subsections (1) and (2) of Section 3 of the act. Paid leave includes, but is not limited to, paid vacation days, personal days, and paid time off.

Earned Sick Time Uses An employer shall permit an employee to use the earned sick time accrued for any of the following: The employee's or the employee's family member's mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the employee's mental or physical illness, injury, or health condition; or preventative medical care for the employee.

If the employee or the employee's family member is a victim of domestic violence or sexual assault, for medical care or psychological or other

counseling for physical or psychological injury or disability; to obtain services from a victim services organization; to relocate due to domestic

violence or sexual assault; to obtain legal services; or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault For meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the For closure of the employee's place of business by order of a public official due to a public health emergency; for an employee's need to care for a

the health authorities having jurisdiction or by a health care provider that the employee's or employee's family member's presence in the community would jeopardize the health of others because of the employee's or family member's exposure to a communicable disease n employer shall not require an employee to search for or secure a replacement worker as a condition for using earned sick **Exercise of Rights** An employer or any other person shall not interfere with, restrain, or deny the exercise of, or the attempt to exercise, any right protected under this

An employer shall not take retaliatory personnel action or discriminate against an employee because the employee has exercised a right protected under this act. "Retaliatory personnel action" means any of the following: · Denial of any right guaranteed under this act.

right guaranteed under this act. Sanctions against an employee who is a recipient of public benefits for exercise of a right guaranteed under this act. • Interference with, or punishment for, an individual's participation in any manner in an investigation, proceeding, or hearing under this act. An employer's absence control policy must not treat earned sick time taken under this act as an absence that may lead to or result in retaliatory

Complaint Filing An employee affected by an alleged violation, at any time within 3 years after the alleged violation or the date when the employee knew of the alleged

violation, whichever is later, may do any of the following (a) Bring a civil action for appropriate relief, including, but not limited to, payment for used earned sick time; rehiring or reinstatement to the employee's previous job; payment of back wages; reestablishment of employee benefits to which the employee otherwise would have

been eligible if the employee had not been subjected to retaliatory personnel action or discrimination; and an equal additional amount as liquidated damages together with costs and reasonable attorney fees as the court allows. (b) File a claim with the department, which shall investigate the claim. Filing a claim with the department is neither a prerequisite nor a bar to

*For precise language of the statute, see Public Act 338 of 2018, as amended Auxiliary aids, services and other reasonable accommodations are available, upon request, to individuals with disabilities. www.michigan.gov/wagehour • Toll Free 1-855-4MI-WAGE (1-855-464-9243)

MI

Notice To All Employees: MICHIGAN LAW

PROHIBITS DISCRIMINATION MICHIGAN EMPLOYMENT SECURITY ACT IN EMPLOYMENT, EDUCATION, HOUSING, PUBLIC ACCOMMODATION, LAW ENFORCEMENT OR Unemployment benefits are payable to qualified and eligible workers **PUBLIC SERVICE BASED ON** religion, race (including hair texture and protective

hairstyles), color, national origin, sex, disability, sexual orientation, gender identity or expression, age¹, marital status¹, height², weight², arrest record², genetic information², and familial status³ Persons with disabilities needing accommo A claim for benefits begins the week it is filed. File your claim the first week you become unemployed. must notify their employers in writing within 182 days.

¹ Under the education article, age and marital status are prohibited considerations for admissions only in employment only ³ in housing only **MDCR**

may file a complaint with the Michigan Department of Civil Rights. Call 1-800-482-3604 Video Phone: 313-437-7035

www.michigan.gov/mdcr Post in a conspicuous place.

CIVIL RIGHTS

REV 02/2024

MICHIGAN

DEPARTMENT OF

REV. 2/21/2025

REV. 12/2019

This Workplace Covered by the

WHD-9919

MI

Michigan Right To Know Law Employers must make available for employees in a readily accessible manner, **Michigan Occupational Safety**

Safety Data Sheets (SDS) for those hazardous chemicals in their workplace. Employees cannot be discharged or discriminated against for exercising their rights including the request for information

on hazardous chemicals. Employees must be notified and given direction (by employer posting) for locating Safety Data Sheets and the receipt of new or revised SDS(s).

When the employer has not provided a SDS, employees may request assistance in obtaining SDS from the: MICHIGAN DEPARTMENT OF LABOR AND **ECONOMIC OPPORTUNITY (LEO)**

MICHIGAN OCCUPATIONAL SAFETY AND

HEALTH **A**DMINISTRATION GENERAL INDUSTRY SAFETY AND HEALTH **DIVISION (517) 284-7750 CONSTRUCTION SAFETY AND HEALTH DIVISION AND ASBESTOS LICENSING** (517) 284-7680

SDS(s) For This Workplace **Are Located At**

and Health Administration

Location(s) Location(s)

Person(s) responsible for SDS(s)

Phone LEO is an equal opportunity employer/program.

REV. 12/2019

REV.08/2021

YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

place notices for employees.

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

You have the right to be reemployed in your civilian job if you leave that job to

FED

perform service in the uniformed service and:

with that particular employer;

under other than honorable conditions.

are a past or present member of the •

What Types of Employment Discrimination are

genetic services, or family medical history)

State and local governments (as employers)

Educational institutions (as employers)

Retaliation for filing a charge, reasonably opposing

discrimination, or participating in a discrimination

have applied for membership in the

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

In addition, an employer may not retaliate against anyone assisting in the

enforcement of USERRA rights, including testifying or making a statement in

connection with a proceeding under USERRA, even if that person has no service

conclusion of service; and

you return to work or apply for reemployment in a timely manner after

would have attained if you had not been absent due to military service or, in some

you have not been separated from service with a disqualifying discharge or

your service;

cases, a comparable job.

uniformed service;

uniformed service; or

initial employment;

reemployment

because of this status.

Who is Protected?

National origin

Staffing agencies

Hiring or promotion

nvestigation, inquiry or court action.

FED

then an employer may not deny you:

retention in employment;

If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military. you ensure that your employer receives advance written or verbal notice of

Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are you have five years or less of cumulative service in the uniformed services while reemployed, generally without any waiting periods or exclusions (e.g., preexisting condition exclusions) except for service-connected illnesses or injuries.

The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations. For assistance in filing a complaint, or for any other information on If you are eligible to be reemployed, you must be restored to the job and benefits you USERRA, contact VETS at **1-866-4-USA-DOL** or visit its website at

https://www.dol.gov/agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vets/userra. If you file a complaint with VETS and VETS is unable to resolve it, you may

request that your case be referred to the Department of Justice or the Office of

Special Counsel, as applicable, for representation. You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may

meet this requirement by displaying the text of this notice where they customarily

U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel

Employer Support of the Guard and Reserve • 1-800-336-4590 **REV. 05/2022**

U.S. Equal Employment Opportunity Commission

Know Your Rights: Workplace Discrimination is Illegal The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

exercise rights, regarding disability discrimination Employees (current and former), including managers (including accommodation) or pregnancy and temporary employees Job applicants What can You Do if You Believe Discrimination Union members and applicants for membership in

are obligated to serve in the

any benefit of employment

promotion; or

Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the **Submit** an inquiry through the EEOC's public portal: Color

Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender www.eeoc.gov/field-office) Age (40 and older) E-Mail info@eeoc.gov Disability Additional information about the for, or purchase, use, or disclosure of genetic tests, EEOC, including information about

lawsuit, investigation, or proceeding Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation The Department of Labor's Office of Federal Contract What Organizations are Covered? Compliance Programs (OFCCP) enforces the Most private employers nondiscrimination and affirmative action commitments of

What Employment Practices can be Challenged as Discriminatory? All aspects of employment, including: Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical conduct) origin, and requires affirmative action to ensure equality of

Assignment Pay (unequal wages or compensation) Failure to provide reasonable accommodation for a disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice

Job training Classification Obtaining or disclosing genetic information of Requesting or disclosing medical information of

Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding Conduct that coerces, intimidates, threatens, or

nterferes with someone exercising their rights, or

Contact the EEOC promptly if you suspect discrimination.

Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending or where you live/work). You can reach the EEOC in any of the https://publicportal.eeoc.gov/Portal/Login.aspx

1-800-669-4000 (toll free) 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) an EEOC field office (information at

filing a charge of discrimination, is available at www.eeoc.gov **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS**

If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation,

companies doing business with the Federal Government.

Gender Identity, National Origin Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national

opportunity in all aspects of employment. Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or

employees. Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors.

Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that

Federal contractors take affirmative action to employ

and advance in employment qualified individuals with

someone assisting or encouraging someone else to disabilities at all levels of employment, including the

Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

Retaliation Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately: The Office of Federal Contract Compliance

Programs (OFCCP) U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1–800–397–6251 (toll-free) If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or district office, listed in most telephone

directories under U.S. Government, Department

of Labor and on OFCCP's "Contact Us" webpage at

https://www.dol.gov/agencies/ofccp/contact. PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex

In addition to the protections of Title VII of the Civil Rights

Act of 1964, as amended, Title VI of the Civil Rights Act of

1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance. **Individuals with Disabilities**

agency providing such assistance.

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job. If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal

REV. 06/27/2023

Attention Employees

PROTECTIONS: OBLIGATIONS: It is illegal for employers in Michigan to discharge, threaten The Act does not diminish or impair either your rights or or otherwise discriminate against you regarding your compensation, terms, conditions, location or privileges of employment because you or a person acting on your behalf

reports or is about to report a violation or a suspected violation of federal, state or local laws, rules or regulations to a public It is illegal for employers in Michigan to discharge, threaten make a report to a public body that you know is false. or otherwise discriminate against you regarding your compensation, terms, conditions, location or privileges of **ENFORCEMENT:** employment because you take part in a public hearing, If you believe that your employer has violated this Act you may

The Michigan Whistleblowers' Protection Act (469 P.A. 1980) creates certain protections and obligations for employees and employers under Michigan law.

> the rights of your employer under any collective bargaining fine of up to \$500.00. If your employer has violated this Act the court can order your reinstatement, the payment of back wages, full reinstatement The Act does not require your employer to compensate you for your participation in a public hearing, investigation, inquiry, or of fringe benefits and seniority rights, actual damages, or any combination of these remedies. The court may also award all or a portion of the costs of litigation, including reasonable The Act does not protect you from disciplinary action if you attorney fees and witness fees to the complainant if the court

> > believes such an award is appropriate This poster is provided as a courtesy of the Michigan Occupational Safety and Health Administration (MIOSHA). MIOSHA does not enforce the Michigan Whistleblowers'

Persons found in violation of this Act may be subject to a civil

rotection Act (469 P.A.1980) Visit our website at www.michigan.gov/miosha for additional

MICHIGAN SAFETY AND HEALTH PROTECTION ON THE JOB

bring civil action in circuit court within 90 days of the alleged

THE MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ACT, 1974 P.A. 154, AS AMENDED REQUIRES POSTING OF THIS DOCUMENT IN A CENTRAL AND CONSPICUOUS LOCATION. FAILURE TO DO SO MAY RESULT IN A PENALTY.

The Michigan Occupational Safety and Health Act (MIOSH Act), Act No. 154 of the Public Acts of 1974, as amended, provides job safety and health protection for Michigan employees through the maintenance of safe and healthful working conditions. Under the MIOSH Act and a state plan approved in September 1973 by the U.S. Department of Labor, the Michigan Department of Labor and Economic Opportunity is responsible for administering the Act. Department representatives conduct job site inspections and investigations to ensure compliance with the Act and with safety and health standards.

The contents of this poster describe many important provisions of the Act. These provisions apply equally to employers and employees in either private

industry or the public sector. **EMPLOYER REQUIREMENTS:** MIOSHA requires that each employer: Furnish to each employee employment and a place of employment which is free from recognized hazards that are causing or are likely to

cause death or serious physical harm to the employee. Comply with promulgated rules and standards and with orders issued pursuant to the Act. Post this and other notices and use other appropriate measures to keep his or her employees informed of their protection and obligations

under the Act, including the provisions of applicable rules and Notify the Michigan Department of Labor and Economic Opportunity within 8 hours of any work-related fatality. Notification may be

accomplished by calling 1-800-858-0397. Notify the Michigan Department of Labor and Economic Opportunity within 24 hours of all work-related inpatient hospitalizations, amputations and losses of an eye. Notification may be accomplished by calling 844-464-6742 (4MIOSHA).

Make available to employees, for inspection and copying, all medical records and health data in the employer's possession pertaining to that

Afford an employee an opportunity with or without compensation to attend all meetings between the Michigan Department of Labor and Economic Opportunity and the employer relative to any appeal of a citation by the employer.

Give the representative of employees the opportunity to accompany the department during the inspection or investigation of a place of employment and to prohibit the suffering of any loss of wages or fringe benefits or discriminate against the representative of employees for time spent participating in the inspection, investigation, or opening and closing conferences.

Provide personal protective equipment, at the employer's expense, when it is specifically required by a MIOSHA standard. Not permit an employee, other than an employee whose presence

is necessary to avoid, correct or remove an imminent danger, to operate equipment or engage in a process which has been tagged by the Department and which is the subject of an order issued by the Department identifying that an imminent danger exists. To promptly notify an employee who was or is being exposed to toxic materials or harmful physical agents in concentrations or at levels

which exceed those prescribed by a MIOSHA standard. **EMPLOYEE REQUIREMENTS:** MIOSHA requires that each employee: Comply with promulgated rules and standards and with orders issued

Not remove, displace, destroy, or carry off a safeguard furnished or provided for use in a place of employment, or interfere in any way with the use thereof by any other person. **INSPECTIONS/INVESTIGATIONS:** Inspections and investigations are

conducted by trained personnel. The Act requires that an employer representative and a representative of employees be given an opportunity to accompany the department representative for the purpose of aiding in the

inspection or investigation. If a representative of employees does not participate, the department representative will consult with a number of employees concerning matters

of safety or health in the place of employment.

Department of Labor and Economic Opportunity. If a condition exists which may present an immediate danger, the Department should be notified in the most expedient manner without regard to a written notice. The names of complainants will be kept confidential and not revealed upon the request of the employee. Employees also have the right to bring unsafe or unhealthful conditions to the attention of the department representative during the conduct of an inspection or investigation. The Act provides that employees may not be discharged or in any manner discriminated against for filing a complaint or exercising any of their rights under the Act. An employee who believes he or she has been discriminated

COMPLAINTS: Employees and employee representatives who believe

right to request an inspection by giving written notice to the Michigan

that an unsafe or unhealthful condition exists in their workplace have the

against may file a complaint with the Michigan Department of Labor and Economic Opportunity within 30 days of the alleged discrimination. The U.S. Department of Labor is monitoring the operation of the Michigan Occupational Safety and Health Administration (MIOSHA) to assure the effective administration of the state act. Any person may make a written complaint regarding the state administration of the state act directly to the Regional Office of OSHA, 230 South Dearborn, Chicago, Illinois 60604. **CITATIONS:** If upon inspection or investigation the Michigan Department of Labor and Economic Opportunity believes that a requirement of the Act has been violated, a citation alleging such violation and setting a time period for correction will be issued to the employer. The citation must be prominently posted at or near the place of the alleged violation for three

days or until the violation is corrected, whichever is later.

The Act provides for first instance penalties of up to \$7,000 for a violation. Penalties of up to \$7,000 per day may be assessed for failure to correct a violation within a proposed abatement period. Any employer who willfully or repeatedly violates the Act may be assessed penalties of up to \$70,000 for each such violation. Employers may appeal the alleged citation, the proposed penalties or the abatement periods to the Department and to the Board of Health and Safety Compliance and Appeals. Employees may appeal the abatement period in a similar manner. Employees also may appeal to the Board of Health and Safety Compliance and Appeals any decision issued by the Department in response to an employer appeal.

Criminal penalties also are provided for in the Act. A person who knowingly makes a false statement or report pursuant to the Act upon conviction is punishable by a fine of up to \$10,000 or may be imprisoned for not more than 6 months or both. Any willful violation resulting in death of an employee, upon conviction, is punishable by a fine of up to \$10,000 or by imprisonment for not more than one year or both. A second conviction doubles the maximum monetary penalty and is punishable by imprisonment

for up to three years. **VOLUNTARY ACTIVITY & COMPLIANCE ASSISTANCE:** The act encourages employers and employees to reduce workplace hazards voluntarily. The Michigan Department of Labor and Economic Opportunity offers limited on-site consultation assistance to employers to assist them in achieving compliance with occupational safety and health standards. Training specialists are available and can give advice on the correction of hazardous conditions and on the development of safety and health systems.

Requests for service should be addressed to the department at the address shown below. The U.S. Department of Labor will continue to enforce federal standards governing maritime operations of long shoring, shipbuilding, ship breaking and ship repairing. These issues are not covered by the Michigan Plan for Occupational Safety and Health.

Department staff are available to conduct seminars and training relative to

occupational safety and health for both employer and employee groups.

MORE INFORMATION: Michigan Department of Labor and Economic Opportunity Michigan Occupational Safety and Health Administration 530 W. Allegan Street, P.O. Box 30643 Lansing, Michigan 48909-8143

www.michigan.gov/miosha

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!

Fatality Hotline1-800-858-0397 MIOSHA Injuries/Illnesses Reporting1-844-464-6742 Consultation and Training Assistance......1-517-284-7720 **Michigan Occupational Safety and Health Administration**

The Michigan Department of Labor and Economic Opportunity (LEO) is a equal opportunity employers/program.

TWO ways to verify poster compliance!

QR CODE Scan with phone camera:

To update your labor law posters contact J. J. Keller & Associates, Inc. JJKeller.com/laborlaw

FED-MI-ENG

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REV. 06/2021

This poster is in compliance with federal and state posting requirements.

contractors are not employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and **DEPARTMENT WAGE AND HOUR DIVISION** OF LABOR UNITED STATES UNITED STATES DEPARTMENT OF LABOR www.dol.gov/agencies/whd OF AMERICA MI

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

employee to express breast milk.

ADDITIONAL INFORMATION

ENFORCEMENT

Michigan Department of Labor and Economic Opportunity **Wage and Hour Division** PO Box 30476 Lansing, MI 48909-7976

REQUIRED POSTER GRETCHEN WHITMER SUSAN CORBIN **GOVERNOR GENERAL REQUIREMENTS - MINIMUM WAGE and OVERTIME** Coverage

The Improved Workforce Opportunity Wage Act (IWOWA), Public Act 337 of 2018 covers employers who employ 2 or more employees 16 years of age and older **Minimum Hourly Wage Rate Tipped Employee Minimum Hourly Wage** 85%** Rate **Effective Date** Reported Average Rate Minimum Hourly Rate **Hourly Tips**

\$5.49 \$11.67 January 1, 2026 January 1, 2027 \$15.00 \$6.30 \$8.70 \$12.75 The minimum hourly wage rate of an employee eligible to be considered tipped employee shall be 38% of the minimum hourly wage rate effective February 21, 2025; beginning January 1, 2026, it shall be 40% of the minimum hourly wage rate; beginning January 1, 2027, it shall be 42% of the minimum hourly rage rate; beginning January 1, 2028, it shall be 44% of the minimum hourly wage rate; beginning January 1, 2029, it shall be 46% of the minimum hourly wage rate; beginning January 1, 2030, it shall be 48% of the minimum hourly wage rate; and beginning January 1, 2031 and thereafter, it shall be 50% of the

\$4.74

minimum hourly wage rate. **85% Rate** Minors under the age of 18 may be paid 85% of the minimum hourly wage rate. **Training Wage**

\$12.48

February 21, 2025

minimum wage to tipped employees.

he employee is entitled to the higher minimum wage rate.

GRETCHEN WHITMER

GOVERNOR

A training wage of \$4.25 per hour may be paid to employees under 20 years of age for the first 90 calendar days of employment. Overtime Employees covered by the IWOWA must be paid 1-1/2 times their regular rate of pay for hours worked over 40 in a workweek. The following are exempt from overtime requirements: employees exempt from the minimum wage provisions of the Fair Labor Standards Act of 1938, 29 USC 201 to 219 (except certain domestic service employees), professional, administrative, or executive employees; elected officials and political appointees; employees of amusement and recreational establishments operating less than 7 months of the year; agricultural employees, and any employee not subject to the minimum wage provisions of the act. Public sector and certain private sector employers

An employer shall not discriminate on the basis of sex by paying employees a rate which is less than the rate paid to employees of the opposite sex for equal work on jobs requiring equal skill, effort, and responsibility performed under similar working conditions - except where payment is pursuant to a seniority system, merit system or system measuring earnings on the basis of quantity or quality of production or a differential other than sex.

An employee may either file civil action for recovery of unpaid minimum wages or overtime, or they may file a complaint with the

Department of Labor and Economic Opportunity. The department may investigate a complaint and file civil action to collect unpaid wages

or overtime due the employee and all employees of an establishment. Recovery under this act can include unpaid minimum wages and/or

overtime, plus an equal additional amount as liquidated damages, costs, and reasonable attorney fees. A civil fine of \$1,000 can be assessed

to an employer who does not pay minimum wage and/or overtime. A civil fine of \$2,500 can be assessed to an employer who does not pay

not covered by the FLSA may be able to use compensatory time in lieu of overtime under specific provision.

LEO is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available, upon request, to individuals with disabilities. www.michigan.gov/wagehour • Toll Free 1-855-4MI-WAGE (1-855-464-9243)

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act

osting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Lansing, MI 48909-7976

REQUIRED POSTER

Michigan Department of Labor & Economic Opportunity **Wage and Hour Division** PO Box 30476

GENERAL REQUIREMENTS - EARNED SICK TIME ACT* Your employer's 'year' for the purposes of the Earned Sick Time Act is: . **Earned Sick Time Accrural Number of Employees Minimum Accrual Rate Employer May Limit Use To:** 10 or fewer employees 1 hour for every 30 hours 40 hours in a year

child whose school or place of care has been closed by order of a public official due to a public health emergency; or when it has been determined by

• A threat, discharge, suspension, demotion, reduction of hours, or other adverse action against an employee or former employee for exercise of a

Information about Unemployment Benefits This employer is covered by the

of this employer through Michigan's Unemployment Insurance Agency. File an unemployment claim online If you become unemployed, you can file your new unemployment claim or reopen an established claim online through the Michigan Web Account Manager (MiWAM) at **michigan.gov/uia**. Click on MiWAM for

For complete information about your benefit rights and responsibilities, review the Handbook for Unemployed Workers at michigan.gov/uia. STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY UNEMPLOYMENT INSURANCE AGENCY UIA is an equal opportunity employer/program. Auxiliary aids, services and

other reasonable accommodations are available upon request to individuals

Unemployment Insurance Agency; Authority: Michigan Administrative Code,

Michigan Department of Labor and Economic Opportunity

If you think you have been

www.michigan.gov/miosha MIOSHA/CET #2105

Go to: JJKeller.com/LLPverify ONLINE Enter this code: 69398-022025

800-327-6868 FEB2025

65790F

MI

Section R 421.105; Paid for with federal funds.

As Required by the Michigan Right To Know Law TO BE POSTED THROUGHOUT THE WORKPLACE NEXT TO THE SAFETY DATA SHEETS (SDS) LOCATION POSTERS New or Revised SDS **New or Revised Receipt Date Posting Date Location of New or Revised SDS**

REV. 12/2019

Michigan Department of Labor and Economic Opportunity (LEO) Michigan Occupational Safety and Health Administration Consultation Education and Training Division (517) 284-7720

Paid in part with Federal OSHA funds. MIOSHA/CET #2106 LEO is an equal opportunity employer/program **MIOSHA** Michigan Occupational Safety and Health Administration For further information visit our website at: www.michigan.gov/miosha

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