

MICHIGAN Labor Laws

Minimum Wage

GRETCHEN WHITMER

Michigan Department of Labor and Economic Opportunity

Wage and Hour Division PO Box 30476 Lansing, MI 48909-7976

GOVERNOR

REQUIRED POSTER GENERAL REQUIREMENTS - MINIMUM WAGE and OVERTIME

SUSAN CORBIN DIRECTOR

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

Effective Date	Minimum Hourly Wage Rate	Tipped Employee		85%** Rate
		Minimum Hourly Rate	Reported Average Hourly Tips	65%*** Nate
February 21, 2025	\$12.48	\$4.74	\$7.74	\$10.61
January 1, 2026	\$13.73	\$5.49	\$8.24	\$11.67
January 1, 2027	\$15.00	\$6.30	\$8.70	\$12.75
The minimum hourly wage rate of	of an employee eligible to be conside	ered tipped employee shall be 38%	of the minimum hourly wage rate effective	e February 21, 2025;

eginning 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 wage rate; beginning anuary 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 hall be 48% of the minimum hourly wage rate; and beginning January 1, 2031 and thereafter, it shall be 50% of the minimum hourly wage rate.

85% Rate

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

Training Wage

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.

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), ofessional, administrative, or executive employees; elected officials and political appointees; employees of amusement and recreational establishments operating less than 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 not overed by the FLSA may be able to use compensatory time in lieu of overtime under specific provision.

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

> 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)

> > REV. 2/2025

SUSAN CORBIN

DIRECTOR

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

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY

Earned Sick Time

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

Lansing, MI 48909-7976

GRETCHEN WHITMER GOVERNOR

REQUIRED POSTER GENERAL REQUIREMENTS - EARNED SICK TIME ACT*

Your employer's 'year' for the purposes of the Earned Sick Time Act is: Earned Sick Time Accrural

Edilica Sicil Illic Accidial			
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	
11 or more employees	1 hour for every 30 hours	72 hours in a year	

rermined 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 mployee to use more than 40 hours of paid earned sick time in a single year, employers with 11 or more employees are not required to permit an employee to use more than 72

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 sychological 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. or 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 child; or r 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 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 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

An employer shall not require an employee to search for or secure a replacement worker as a condition for using earned sick time.

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 act. 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. A threat, discharge, suspension, demotion, reduction of hours, or other adverse action against an employee or former employee for exercise of a right guaranteed under

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 personnel action. **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

(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

(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 bringing a civil action. or 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)

> > REV. 2/21/2025

Notice To All Employees: Information about Unemployment Benefits

This employer is covered by the

MICHIGAN EMPLOYMENT SECURITY ACT Jnemployment benefits are payable to qualified and eligible worker of this employer through Michigan's Unemployment Insurance

File an unemployment claim online

f you become unemployed, you can file your new unemployment claim or reopen an established claim online through the Michigan Web ccount Manager (MiWAM) at michigan.gov/uia. Click on MiWAM for

claim for benefits begins the week it is filed. File your claim the first veek you become unemployed.

Unemployment Insurance Agency

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 Michigan Department of Labor and Economic Opportunity

Unemployment Insurance Agency; Authority: Michigan Administrative Code, Section R 421.105; Paid for with federal funds. UIA 1710

REV. 12/2019

Whistleblowers

Occupational Safety and Health Administration (MIOSHA)

Attention Employees

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

PROTECTIONS

t is illegal for employers in Michigan to discharge, threaten 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 riolation or a suspected violation of federal, state or local laws, rules or egulations to a public body.

t is illegal for employers in Michigan to discharge, threaten or otherwise discriminate against you regarding your compensation, terms, conditions, location or privileges of employment because you ake part in a public hearing, investigation, inquiry or court action.

OBLIGATIONS:

The Act does not diminish or impair either your rights or the rights of your employer under any collective bargaining agreement.

The Act does not require your employer to compensate you for your participation in a public hearing, investigation, inquiry, or court action. The Act does not protect you from disciplinary action if you make a report to a public body that you know is false.

If you believe that your employer has violated this Act you may bring civil action in circuit court within 90 days of the alleged violation of the

PENALTIES:

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

If your employer has violated this Act the court can order your reinstatement, the payment of back wages, full reinstatement 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 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' Protection Act (469 P.A.1980)

Visit our website at www.michigan.gov/miosha for additional information.

Department of Civil Rights

MICHIGAN LAW

PROHIBITS DISCRIMINATION IN EMPLOYMENT, EDUCATION, HOUSING, PUBLIC ACCOMMODATION, LAW ENFORCEMENT OR PUBLIC SERVICE

BASED ON iirstyles), color, national origin, sex, disability, sexual orientation, gender identity or expression, ago status¹, height², weight², arrest record², genetic information², and familial status³

> Persons with disabilities needing accommodations for employment must notify their employers in writing within 182 days. ¹ Under the education article, age and marital status are prohibited considerations for admissions only

> > ² in employment only

If you think you have been discriminated against, you 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

MICHIGAN DEPARTMENT OF CIVIL RIGHTS

Post in a conspicuous place.

Child Labor

GRETCHEN WHITMER

MCL 409.110 Minor under 16 years; days and hours of

ec. 10. (1) A minor under 16 years of age whose

a) During a time that is outside school hours.

when school is in session

school is in session.

ne following periods:

(a) Six days in 1 week.

(c) Ten hours in 1 day.

on any of the following days:

abor Day and ends on May 31.

week when school is in session.

b) For not more than 3 hours per day during a week

(c) Between the hours of 7 a.m. and 9 p.m. during the

d) Between the hours of 7 a.m. and 7 p.m. during the

period that begins on June 1 and ends on Labor Day.

e) For not more than 18 hours during a week when

MCL 409.111 Minor 16 years and over; days and

hours of employment; employment in agricultural

ec. 11. (1). Except as provided in subsection (3), a

(b) An average of 8 hours per day in 1 week.

session, 24 hours in 1 week.

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

(e) If the minor is a student in school and school is in

2) Except as provided in subsection (3), a person shall

not employ a minor 16 years of age or older between

0:30 p.m. and 6 a.m. However, except as provided in

ubsection (3), a person may employ a minor 16 years of

age or older who is a student in school until 11:30 p.m.

person shall not employ a minor 16 years of age or older

n an occupation subject to this act for more than any of

Department of Labor and Economic Opportunity STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY

SUSAN CORBIN

Jan. 9, 1997 ;-- Am. 2000, Act 418, Imd. Eff. Jan. 8, 2001 ;--

REV 02/2024

Informational Sheet: Youth Employment Standards Act 90 of 1978, as amended **POSTING REQUIREMENT**

(b) During school vacation periods. (c) During periods when the minor is not regularly mployment is subject to this act may be employed only enrolled in school. (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 30 minutes shall not be considered to interrupt a

(a) On Fridays and Saturdays.

than the periods described in subsections (1) and (2) if all continuous period of work. of the following conditions are met: the periods described in subsections (1) and (2) occurs or 8 p.m. at fixed location. when school is not in session. period that begins on the date immediately following (a) The minor is employed for not more than 11 hours

(b) The minor is employed for not more than 62 hours in any week. However, the employer shall not f) For not more than 40 hours during a week that is not a require the minor to work more than 48 hours during any week without the consent of the minor. is present at the fixed location during those hours.

> (c) The minor is not employed between 2 a.m. and (d) 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 subsection.

(4) As used in this section: (a) "Agricultural processing" means the cleaning, sorting or packaging of fruits or vegetables. (b) "Farming operations involved in the production of seed" means farming activities and research involved in the production of seed, including plant detasseling, hand-pollination, roguing, or hoeing, and any other similar farming activity required for

Act 251, Eff. Mar. 28, 1996 ;-- Am. 1996, Act 499, Imd. Eff.

commercial seed production.

Am. 2011, Act 197, Imd. Eff. Oct. 18, 2011 MCL 409.112 Meal and rest period. **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

MCL 409.112a Prohibition of minors working alone in If a minor is a student in school, the period greater than occupation involving a cash transaction after sunset

Sec. 12a. A minor who would otherwise be permitted under this act to be employed in an occupation subject to this act shall not be employed in an occupation that involves a cash transaction subject to this act after sunse or 8 p.m., whichever is earlier, at a fixed location unless an employer or other employee 18 years of age or older

History: Add. 1980, Act 436, Eff. Mar. 31, 1981. **IMPORTANT:** Administrative Rule, R408.6207 REQUIRES A MINOR SUBJECT TO ACT 90 BE SUPERVISED BY THE EMPLOYER OR ANOTHER EMPLOYEE 18 YEARS OF AGE OR OLDER 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 History: Am. 1978, Act 90, Eff. June 1, 1978 ;-- Am. 1995, WHD 9919

REV. 04/2025

Department of Labor and Economic Opportunity

This Workplace Covered by the Michigan Right To Know Law

Employers must make available for employees in a readily accessible manner, 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 ADMINISTRATION GENERAL INDUSTRY SAFETY AND HEALTH DIVISION (517) 284-7750 CONSTRUCTION SAFETY AND HEALTH DIVISION AND ASBESTOS LICENSING (517) 284-7680

MIOSHA/CET #2105

Veterans Resources

www.michigan.gov/miosha

Military & Veterans Affairs Support

Resources for Michigan Veterans

Michigan Department of Military and Veterans Affairs The DMVA grows and sustains military readiness, cares and

advocates for veterans, and develops purposeful partnerships. https://www.michigan.gov/DMVA

Veteran Issues and Assistance: 1-800-MICH-VET Military and Veterans Crisis Line: 1-800-273-TALK

Freedom of Information Act (FOIA) Requests: 517-481-7646 Michigan Rapids ID Card: **517-481-9874** Michigan Veteran Homes at Chesterfield Township:

586-210-7102 Michigan Veteran Homes D.J. Jacobetti (Marquette): 906-226-3576

Mental Health & Substance Abuse Services Veterans Crisis Line

Michigan Veteran Homes at Grand Rapids: 616-364-5300

Confidential crisis support for veterans and their loved ones. Contact the Veterans Crisis Line:

Dial 988, then Press 1

Text 838255 Chat online: https://www.veteranscrisisline.net/chat

Call TTY at 1-800-799-4889 for those with hearing loss A Medical Centers Five VHA Medical Centers in Michigan provide a wide range of

healthcare services. https://www.saginaw.va.gov

https://www.va.gov/battle-creek-health-care/

https://www.detroit.va.gov https://www.annarbor.va.gov/

https://www.ironmountain.va.gov/ Staff Sergeant Parker Gordon Fox Suicide Prevention Grant

Supporting the mental wellness of Michigan veterans and their family members. **1-800-642-4838** or visit **Michigan.gov/SSGFox**

Vet Center Hotline A free, around the clock confidential call center for veterans, service members and their families.

877-WAR-VETS (877-927-8387) The Women Veterans Call Center

Provides assistance and resources to women veterans and their 855-829-6636

Michigan Department of Health and Human Services Peer-run warmline serves individuals living with persistent mental health challenges.

Warmline: 1-888-733-7753

Coaching Into Care Provides support to family members and friends who want to

mental health issues. 1-888-823-7458 or visit https://www.mirecc.va.gov/

help the Veterans in their lives deal with substance abuse or

Men's mental health resources - destigmatizing mental health through humor, straight-shooting and practical tools.

Man Therapy®

https://mantherapy.org **Veterans Affairs Support**

VA provides lifelong healthcare services to eligible military

Telecommunications Relay Services (using TTY): 711

veterans through 170 medical centers and outpatient clinics located throughout the county. MyVA411 main information line: 800-698-2411

VA benefits hotline: **800-827-1000**

U.S. Department of Veterans Affairs (VA)

GI Bill hotline: **888-442-4551** National Call Center for Homeless Veterans: 877-424-3838 Person(s) responsible for SDS(s)

Michigan Occupational

Safety and Health Administration

SDS(s) For This Workplace

Are Located At

Location(s)

Location(s)

LEO is an equal opportunity employer/program.

Department of Labor & Economic Opportunity

• VA health benefits hotline: 877-222-8387 • My HealtheVet help desk: **877-327-0022 Education, Workforce & Job Training Resources**

records and health data in the employer's possession pertaining to that **Michigan Works! Agencies** Veterans and eligible spouses receive Priority of Service in Afford an employee an opportunity with or without compensation to attend all meetings between the Michigan Department of Labor and obtaining employment and training services.

• 1-800-285-WORKS (9675) or visit MichiganWorks.org **Pure Michigan Talent Connect** Veterans receive first access to positions posted on Michigan's

 https://www.mitalent.org/ **Pathfinder**

official jobs site.

Map your future using Michigan's free career exploration tool. https://pathfinder.mitalent.org/

A team of "veterans helping veterans" secure meaningful careers in Michigan.

Veterans' Employment Services

Michigan.gov/VES Michigan Department of Labor and Economic Opportunity The Office of Employment and Training develops customized workforce solutions for businesses and individuals, including those with disabilities.

https://www.michigan.gov/leo/employment-and-training

Military Pay Exemption Active-duty military pay and military retirement benefits are

exempt from Michigan income tax.

Income Tax Credit for Property Tax Paid Disabled veterans or their surviving spouses may be eligible for

an income tax credit for property tax paid. Disabled Veterans' Property Tax Exemption Oualified veterans with a service-connected disability may be

eligible for a reduction in their property tax liability. https://www.michigan.gov/taxes/property/ind-exemptdefer/property-tax-information-for-veterans-and-

Military and Veteran Plate/ID Options **Michigan Secretary of State**

military-personnel

Add a veteran designation to a Michigan driver's license or official state personal identification card by visiting any Secretary

of State office. https://www.michigan.gov/sos/faqs/license-and-id/ veteran-designation

Order a new or replacement military/veteran license plate. https://www.michigan.gov/sos/vehicle/license-plates/ miltary-and-veteran-plate-options

Unemployment Benefits Michigan Unemployment Insurance Agency UIA administers Michigan's unemployment insurance program, providing temporary financial assistance to individuals who

become unemployed through no fault of their own.

 https://www.michigan.gov/leo/bureaus-agencies/uia • 1-866-500-0017 (Monday-Friday, 8 a.m. to 4:30 p.m.)

• MARVIN: **1-866-638-3993** to certify for benefit payments

Uniformed Services Employment and Reemployment Rights Act (USERRA) Veterans' Employment and Training Service (VETS) assists those experiencing service-connected problems with their civilian

• 1-866-4-USA-DOL (1-866-487-2365) https://www.dol.gov/agencies/vets/programs/userra

Legal Services

employment.

MICHIGAN DEPARTMENT OF **EMPLOYMENT**

LABOR & ECONOMIC &TRAINING **OPPORTUNITY**

MICHIGAN SAFETY AND HEALTH PROTECTION ON THE JOB

The Michigan Occupational Safety and Health Act (MIOSH Act), Act No.

The contents of this poster describe many important provisions of the Act.

Post this and other notices and use other appropriate measures to keep

within 8 hours of any work-related fatality. Notification may be

within 24 hours of all work-related inpatient hospitalizations.

Make available to employees, for inspection and copying, all medical

Economic Opportunity and the employer relative to any appeal of a

Provide personal protective equipment, at the employer's expense,

Not permit an employee, other than an employee whose presence

is necessary to avoid, correct or remove an imminent danger, to

To promptly notify an employee who was or is being exposed to toxic

Comply with promulgated rules and standards and with orders issued

Not remove, displace, destroy, or carry off a safeguard furnished or

ISPECTIONS/INVESTIGATIONS: Inspections and investigations are

accompany the department representative for the purpose of aiding in the

representative will consult with a number of employees concerning matters

MIOSHA Injuries/Illnesses Reporting

Consultation and Training Assistance.

onducted by trained personnel. The Act requires that an employer

If a representative of employees does not participate, the department

materials or harmful physical agents in concentrations or at levels which

when it is specifically required by a MIOSHA standard.

Department identifying that an imminent danger exists.

EMPLOYEE REQUIREMENTS: MIOSHA requires that each employee:

exceed those prescribed by a MIOSHA standard.

EMPLOYER REQUIREMENTS: MIOSHA requires that each employer:

cause death or serious physical harm to the employee.

accomplished by calling 1-800-858-0397.

calling 844-464-6742 (4MIOSHA).

citation by the employer.

closing conferences.

pursuant to the Act.

inspection or investigation.

the use thereof by any other person.

54 of the Public Acts of 1974, as amended, provides job safety and

afety and health standards.

ndustry or the public sector.

pursuant to the Act.

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

COMPLAINTS: Employees and employee representatives who believe that an unsafe or unhealthful condition exists in their workplace have the right to request an inspection by giving written notice to the Michigan Department of health protection for Michigan employees through the maintenance of safe and healthful working conditions. Under the MIOSH Act and a state Labor and Economic Opportunity. If a condition exists which may present an plan approved in September 1973 by the U.S. Department of Labor, the immediate danger, the Department should be notified in the most expedient Michigan Department of Labor and Economic Opportunity is responsible manner without regard to a written notice. The names of complainants will for administering the Act. Department representatives conduct job site be kept confidential and not revealed upon the request of the employee. nspections and investigations to ensure compliance with the Act and with 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 These provisions apply equally to employers and employees in either private 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 against may file a complaint with the Michigan Department of Labor and Furnish to each employee employment and a place of employment Economic Opportunity within 30 days of the alleged discrimination. which is free from recognized hazards that are causing or are likely to The U.S. Department of Labor is monitoring the operation of the Michigan Occupational Safety and Health Administration (MIOSHA) to assure the Comply with promulgated rules and standards and with orders issued 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. his or her employees informed of their protection and obligations under **CITATIONS:** If upon inspection or investigation the Michigan Department of the Act, including the provisions of applicable rules and standards. Labor and Economic Opportunity believes that a requirement of the Act has Notify the Michigan Department of Labor and Economic Opportunity 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 Notify the Michigan Department of Labor and Economic Opportunity violation is corrected, whichever is later.

The Act provides for first instance penalties of up to \$7,000 for a violation. amputations and losses of an eye. Notification may be accomplished by 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 Give the representative of employees the opportunity to accompany makes a false statement or report pursuant to the Act upon conviction is the department during the inspection or investigation of a place of punishable by a fine of up to \$10,000 or may be imprisoned for not more than employment and to prohibit the suffering of any loss of wages or fringe 6 months or both. Any willful violation resulting in death of an employee, benefits or discriminate against the representative of employees for upon conviction, is punishable by a fine of up to \$10,000 or by imprisonment time spent participating in the inspection, investigation, or opening and for not more than one year or both. A second conviction doubles the maximum monetary penalty and is punishable by imprisonment for up to

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 operate equipment or engage in a process which has been tagged on-site consultation assistance to employers to assist them in achieving by the Department and which is the subject of an order issued by the compliance with occupational safety and health standards. Training specialists are available and can give advice on the correction of hazardous conditions

> available to conduct seminars and training relative to occupational safety and health for both employer and employee groups. 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

and on the development of safety and health systems. Department staff are

.1-844-464-6742

.1-517-284-7720

provided for use in a place of employment, or interfere in any way with Occupational Safety and Health. **MORE INFORMATION:** Michigan Department of Labor and Economic Opportunity Michigan Occupational Safety and Health Administration representative and a representative of employees be given an opportunity to

530 W. Allegan Street, P.O. Box 30643 Lansing, Michigan 48909-8143

www.michigan.gov/miosha

of safety or health in the place of employment.

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER! MIOSHA Complaint Hotline. .1-800-866-4674 Fatality Hotline . . .1-800-858-0397

MIOSHA/CET 2010

Michigan Occupational Safety and Health Administration

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

REV. 06/2021

New or Revised SDS 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 **Location of New or Revised SDS**

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

New or Revised

Paid in part with Federal OSHA funds.

MIOSHA/CET #2106

Michigan Occupational Safety and Health Administration For further information visit our website at: www.michigan.gov/miosha

TWO ways to verify poster compliance!

QR CODE) Scan with phone camera: 🎇

Go to: JJKeller.com/LLPverify

LEO is an equal opportunity employer/program.

To update your labor law posters contact J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868

ONLINE This poster is in compliance with state posting requirements. APR2025 Copyright 2025 J. J. Keller & Associates, Inc. • Neenah, WI • Printed in the USA Enter this code: 69400-042025