

POSTER COMPLIANCE DATE 01/2021

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

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

The Improved Workforce Opportunity Wage Act (IWOWA), Public Act 337 of 2018, as amended, covers employers who employ 2 or more employees 16 years of age and older.

Employees must be paid at least:

Table with 5 columns: Effective Date, Minimum Hourly Wage Rate, Tipped Employee (Minimum Hourly Rate, Reported Average Hourly Tips), 85%** Hourly Rate. Rows for Jan 1, 2018; March 29, 2019; Jan 1, 2020*; Jan 1, 2021*.

*An increase in the minimum hourly wage rate as prescribed in subsection (1) does not take effect if the unemployment rate for this state, as determined by the Bureau of Labor Statistics, United States Department of Labor, is 8.5% or greater for the calendar year preceding the calendar year of the prescribed increase.

** Minors 16-17 years of age 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 16 to 19 years of age for the first 90 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 7-day workweek.

Compensatory Time
If an employer meets certain conditions, employees may agree to receive compensatory time of 1-1/2 hours for each hour of overtime worked.

Equal Pay
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.

Enforcement
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.

LEO is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available, upon request, to individuals with disabilities.

REV. 12/2020

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.

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

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

REQUIRED POSTER
GENERAL REQUIREMENTS - PAID MEDICAL LEAVE ACT* Coverage
GRETCHEN WHITMER GOVERNOR
JEFF DONOFRIO DIRECTOR

The Paid Medical Leave Act, 2018 Public Act 338, as amended by 2018 Public Act 369, effective March 29, 2019, covers employers who employ 50 or more individuals. The act covers individuals engaged in service to an employer in the business of the employer and from whom an employer is required to withhold for federal income tax purposes.

Paid Medical Leave Accrual
Paid medical leave accrual begins on March 29, 2019, or upon commencement of the employee's employment, whichever is later. Paid medical leave is accrued at a rate of 1 hour for every 35 actual hours worked; however, an employer is not required to allow accrual of over 1 hour in a calendar week or more than 40 hours in a benefit year.

Paid Medical Leave Usage
An employee may use paid medical leave as it is accrued except an employer may require an employee to wait until the 90th calendar day after commencing employment before using accrued paid medical leave.

- Physical or mental illness, injury, or health condition of the employee or his or her family member
Medical diagnosis, care, or treatment of the employee or employee's family member
Preventative care of the employee or his or her family member
Closure of the employee's primary workplace by order of a public official due to a public health emergency
The care of his or her child whose school or place of care has been closed by order of a public official due to a public health emergency
The employee's or his or her family member's exposure to a communicable disease that would jeopardize the health of others as determined by health authorities or a health care provider

For domestic violence and sexual assault situations, employees may use paid medical leave for any of the following:
Medical care or psychological or other counseling
Receiving services from a victim services organization
Relocation and obtaining legal services
Participation in civil or criminal proceedings related to or resulting from the domestic violence or sexual assault

Employee Rights
An employee may file a complaint with the Department of Licensing and Regulatory Affairs within 6 months of the alleged violation.

Penalties
If informal resolution is unsuccessful and a violation found, payment of paid medical leave improperly withheld will be requested and penalties may be imposed.

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REV. 10/2019

Unemployment Ins.
Notice To All Employees: Information about Unemployment Benefits
This employer is covered by the MICHIGAN EMPLOYMENT SECURITY ACT
Unemployment benefits are payable to qualified and eligible workers 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.

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

Michigan Department of Labor and Economic Opportunity
Unemployment Insurance Agency; Authority: Michigan Administrative Code, Section R 421.105; Paid for with federal funds.
UJA 1710
REV. 12/2019

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

PROTECTIONS:
It 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 violation or a suspected violation of federal, state or local laws, rules or regulations to a public body.

ENFORCEMENT:
If you believe that 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.

PENALTIES:
Persons found in violation of this Act may be subject to a civil 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 of fringe benefits and seniority rights, actual damages, or any combination of these remedies.

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.

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

BASED ON
religion, race, color, national origin, sex, disability, age¹, marital 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
3 in housing only

If you think you have been discriminated against, you may file a complaint with the Michigan Department of Civil Rights.
MDCR
MICHIGAN DEPARTMENT OF CIVIL RIGHTS

Post in a conspicuous place.
REV. 02/2017

SDS
This Workplace Covered by the Michigan Right To Know Law
MIOSHA
Michigan Occupational Safety and Health Administration

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
WWW.MICHIGAN.GOV/MIOSHA

Table with 2 columns: Location(s), Person(s) responsible for SDS(s), Phone. Header: SDS(s) For This Workplace Are Located At

MIOSHA/CET #2105
LEO is an equal opportunity employer/program.

REV. 12/2019

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

Table with 4 columns: New or Revised, Receipt Date, Posting Date, 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
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
REV. 12/2019

Safety and Health Protection on the Job

THE MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ACT, 1974 PA. 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.

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:
1. 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.

- 2. Comply with promulgated rules and standards and with orders issued pursuant to the Act.
3. 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 standards.
4. 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.
5. 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 (MIOSHA).

- 6. Make available to employees, for inspection and copying, all medical records and health data in the employer's possession pertaining to that employee.
7. Afford an employee an opportunity with or without compensation to attend all meetings between the Department of Labor and Economic Opportunity and the employer relative to any appeal of a citation by the employer.
8. 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.

- 9. Provide personal protective equipment, at the employer's expense, when it is specifically required by a MIOSHA standard.
10. 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.

EMPLOYEE REQUIREMENTS:
MIOSHA requires that each employee:
1. Comply with promulgated rules and standards and with orders issued pursuant to the Act.
2. 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 its 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.

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!

Table with 2 columns: MIOSHA Complaint Hotline, Fatality Hotline, MIOSHA Injuries/Illnesses Reporting, Consultation and Training Assistance. Phone numbers: 1-800-866-4674, 1-800-858-0397, 1-844-464-6742, 1-517-284-7720

MIOSHA
Michigan Occupational Safety and Health Administration
MIOSHA/CET 2010
REV. 01/2020

Child Labor
STATE OF MICHIGAN
DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY
JEFF DONOFRIO DIRECTOR

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

MCL 409.110 Minor under 16 years; days and hours of employment.
Sec. 10. A minor under 16 years shall not be employed in an occupation subject to this act for more 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 week, nor more than 10 hours in 1 day.

MCL 409.111 Minor 16 years and over; days and hours of employment; employment in agricultural processing.
Sec. 11. (1). Except as provided in subsection (3), a person shall not employ a minor 16 years of age or older in an occupation subject to this act for more than any of the following periods:

- (a) Six days in 1 week.
(b) An average of 8 hours per day in 1 week.
(c) Ten hours in 1 day.
(d) Subject to subdivision (e), 48 hours in 1 week.
(e) 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 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:
(a) On Fridays and Saturdays.
(b) During school vacation periods.

(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 subsections (1) and (2) if all of the following conditions are met:
(a) The minor is employed for not more than 11 hours in 1 day.
(b) 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 minor.
(c) The minor is not employed between 2 a.m. and 5:30 a.m.
(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.

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 than 30 minutes shall not be considered to interrupt a continuous period of work.

MCL 409.112a Prohibition of minors working alone in occupation involving a cash transaction after sunset or 8 p.m. at fixed location.
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 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.

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
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WAGE AND HOUR DIVISION
PO. 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
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