

MICHIGAN Labor Laws

Michigan Department of Labor and Economic Opportunity

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

GRETCHEN WHITMER GOVERNOR

REQUIRED POSTER GENERAL REQUIREMENTS - MINIMUM WAGE and OVERTIME

SUSAN CORBIN

he 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.

Minimum Hourly Wage Rate Employees must be paid at least:

ı	Effective Date	Minimum Hourly Wage Rate	Tipped Employee		85%** Rate
			Minimum Hourly Rate	Reported Average Hourly Tips	0570 Nate
	January 1, 2023	\$10.10*	\$3.84	\$6.26	\$8.59
ı	January 1, 2024	\$10.33*	\$3.93	\$6.40	\$8.78
	January 1, 2025	\$10.56*	\$4.01	\$6.55	\$8.98
4					

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 abor Statistics, United States Department of Labor, is 8.5% or greater for the calendar year preceding the calendar year of the prescribed increase. An increase in the minimum nourly wage rate as prescribed in subsection (1) that does not take effect pursuant to this subsection takes effect in the first calendar year following a calendar year for which the unemployment rate for this state, as determined by the Bureau of Labor Statistics, United States Department of Labor, is less than 8.5%.

⁴ 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 calendar days of employment.

Employees covered by the IWOWA must be paid 1-1/2 times their regular rate of pay or hours worked over 40 in a workweek. The following are exempt from overtime equirements: 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.

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. The agreement must be voluntary, in writing, and obtained before the compensatory time is earned. All compensatory time earned must be paid to an employee. Accrued compensatory time may not exceed 240 hours. Employers must keep a record of compensatory time earned and paid. Contact the Wage and Hour Division for information on the conditions an employer must meet to offer compensatory time off in lieu of overtime compensation.

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 - 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.

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. 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.

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) WHD 9904

REV. 12/2023

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. Click on MiWAM for Workers.

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 landbook 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.

REV. 12/2019

Attention Employees

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

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 o report a violation or a suspected violation of federal, state or local laws, rules or egulations to a public body.

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 take part in a public hearing, investigation, inquiry or court

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 Act **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. 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 PA 1980) Visit our website at www.michigan.gov/miosha for additional

MICHIGAN LAW

PROHIBITS DISCRIMINATION

IN EMPLOYMENT, EDUCATION, HOUSING, PUBLIC ACCOMMODATION, LAW ENFORCEMENT OR 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 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.** Call 1-800-482-3604

Video Phone: 313-437-7035

www.michigan.gov/mdcr

GRETCHEN WHITMER

MCL 409.110 Minor under 16 years; days and hours of

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,

day or 48 hours in 1 week, nor more than 10 hours in 1 day. The

ninor shall not be employed between the hours of 9 p.m. and

a.m. A minor who is a student in school shall not be employed

nor for a period longer than a weekly average of 8 hours per

more than a combined school and work week of 48 hours

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 older in an occupation

subject to this act for more than any of the following periods:

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

employ a minor 16 years of age or older between 10:30 p.m. and

may employ a minor 16 years of age or older who is a student in

(c) During periods when the minor is not regularly enrolled

6 a.m. However, except as provided in subsection (3), a person

(2) Except as provided in subsection (3), a person shall not

during the period when school is in session.

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

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

school until 11:30 p.m. on any of the following days:

(a) Six days in 1 week.

(c) Ten hours in 1 day

24 hours in 1 week.

(a) On Fridays and Saturdays.

(b) During school vacation periods

MICHIGAN DEPARTMENT OF CIVIL RIGHTS

Post in a conspicuous place.

STATE OF MICHIGAN

DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY

Informational Sheet:

Youth Employment Standards Act 90 of 1978, as amended

POSTING REQUIREMENT

(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

If a minor is a student in school, the period greater than the

periods described in subsections (1) and (2) occurs when school

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

week. However, the employer shall not require the minor

to work more than 48 hours during any week without the

written acknowledgment of the minor's parent or guardian

consenting to the period of employment authorized under

(b) The minor is employed for not more than 62 hours in any

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

(d) The agricultural processing employer maintains on file a

(a) "Agricultural processing" means the cleaning, sorting or

"Farming operations involved in the production of seed"

means farming activities and research involved in the

production of seed, including plant detasseling, hand-

arming activity required for commercial seed production.

pollination, roguing, or hoeing, and any other similar

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,

packaging of fruits or vegetables.

MCL 409.112 Meal and rest period.

described in subsections (1) and (2) if all of the following

consent of the mino

this subsection

(4) As used in this section

Imd. Eff. Oct. 18, 2011

REV 07/2023

SUSAN CORBIN

Sec. 12. A minor shall not be employed for more than 5 hours

meal and rest period. An interval of less than 30 minutes shall

MCL 409.112a Prohibition of minors working alone in

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 sunset or 8 p.m., whichever is

earlier, at a fixed location unless an employer or other employee

REQUIRES A MINOR SUBJECT TO ACT 90 BE SUPERVISED

BY THE EMPLOYER OR ANOTHER EMPLOYEE 18 YEARS

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

FAX (517) 763-0110

www.michigan.gov/wagehour

REV.08/2021

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

18 years of age or older is present at the fixed location during

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

IMPORTANT: Administrative Rule, R408.6207

or 8 p.m. at fixed location

OF AGE OR OLDER

WHD-9919

not be considered to interrupt a continuous period of work.

continuously without an interval of at least 30 minutes for a

Paid Medical Leave

Michigan Department of Labor and Economic Opportunity

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.

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

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

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

GRETCHEN WHITMER GOVERNOR

REQUIRED POSTER GENERAL REQUIREMENTS - PAID MEDICAL LEAVE ACT* SUSAN CORBIN

DIRECTOR

REV. 08/2021

Coverage

he 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 overs 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. An eligible employee does not include executive, administrative, and professional overtime exempt employees, employees covered by a private collective bargaining agreement that is in effect, employees of the United States government, another state, or a political subdivision of another state, individuals whose primary work location is not in this state, ndividuals 16-19 years of age being paid the youth training wage in accordance with the Improved Workforce Opportunity Wage Act, temporary employees as described in the Michigan Employment Security Act, variable hour employees as defined by 26 CFR 54.4980H-1, employees covered by the Railway Labor Act and Railroad Unemployment nsurance Act, individuals employed by an employer for 25 weeks or fewer in a calendar year for a job scheduled for 25 weeks or fewer, individuals who worked, on average, ewer than 25 hours per week during the immediately preceding calendar year. (See section 2 of The Paid Medical Leave Act, 2018 Public Act 338.)

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. A benefit year any consecutive 12-month period used by an employer to calculate an eligible employee's benefits. Employees can carry over up to 40 hours of unused accrued paid medical eave from one benefit year to the next; however, employers are not required to allow employees to use more than 40 hours in a single benefit year. An employer may provide the total amount of paid medical leave all at once by providing at least 40 hours at the beginning of the benefit year or on the date that the individual becomes eligible during the benefit year on a prorated basis. If an employer adopts this practice, it does not have to permit employees to carry over unused leave to the next benefit year. (See section 3 of the Paid Medical Leave Act, 2018 Public Act 338).

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 pefore using accrued paid medical leave. Paid medical leave must be used in 1-hour increments unless the employer has a different increment policy set forth in writing in an employee handbook or other employee benefit document. Employees must follow the employer's usual and customary notice, procedural, and documentation requirements for equesting leave. The employee must be allowed at least 3 days to provide documentation. Employees may take paid medical leave for any of the following:

- 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
- or 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

and attempt mediation, where appropriate.

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 Labor and Economic Opportunity (LEO) within 6 months of the alleged violation. LEO shall investigate a complaint

f informal resolution is unsuccessful and a violation found, payment of paid medical leave improperly withheld will be requested and penalties may be imposed. An employer who fails to provide paid medical leave is subject to an administrative fine of not more than \$1,000.00. An employer who willingly violates the posting requirement is subject to

For precise language of the statute, see Public Act 338 of 2018, as amended

an administrative fine of not more than \$100.00 for each separate violation.

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)

WHD 9911

assistance in obtaining SDS from the:

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

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

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

MIOSHA/CET #2105

Michigan Occupational Safety and Health Administration

SDS(s) For This Workplace

Location(s)

MIOSHA

Are Located At Location(s)

Person(s) responsible for SDS(s)

Phone

LEO is an equal opportunity employer/program.

REV. 12/2019

MICHIGAN SAFETY AND HEALTH PROTECTION ON THE JOB

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 standards.
- 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:
- pursuant to the Act. 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 onducted 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.

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 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 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

VOLUNTARY ACTIVITY & COMPLIANCE ASSISTANCE: The act encourages employers and employees to reduce workplace hazards voluntarily.

maximum monetary penalty and is punishable by imprisonment for up to

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. Department staff are 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.

Comply with promulgated rules and standards and with orders issued 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.

MORE INFORMATION:

www.michigan.gov/miosha

Posting Date

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

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!

..1-800-866-4674 Fatality Hotline1-800-858-0397 MIOSHA Injuries/Illnesses Reporting1-844-464-6742

Michigan Occupational Safety and Health Administration

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

MIOSHA/CET 2010

REV. 06/2021

Location of New or Revised SDS

New or Revised SDS

New or Revised

As Required by the Michigan Right To Know Law

Receipt Date

TO BE POSTED THROUGHOUT THE WORKPLACE NEXT TO THE SAFETY DATA SHEETS (SDS) LOCATION POSTERS 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.

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

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

REV. 12/2019

Copyright 2024 J. J. Keller & Associates, Inc. • Neenah, WI • Printed in the USA

This poster is in compliance with state posting requirements.

QR CODE Scan with phone camera: Go to: JJKeller.com/LLPverify **ONLINE** Enter this code: **69400-022024**

TWO ways to verify poster compliance!