Michigan & Federal Employment Notices

NOTE: OSHA REQUIRES THAT REPRODUCTIONS OR FACSIMILES OF THE POSTER BE AT LEAST 8.5" X 14" INCHES WITH 10 POIN

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 COMPLAINTS: Employees and employee representatives who believe that an the Public Acts of 1974, as amended, provides job safety and health protection unsafe or unhealthful condition exists in their workplace have the right to request for Michigan employees through the maintenance of safe and healthful working an inspection by giving written notice to the Michigan Department of Labor and conditions. Under the MIOSH Act and a state plan approved in September 1973 Economic Opportunity. If a condition exists which may present an immediate by the U.S. Department of Labor, the Michigan Department of Labor and Economic danger, the Department should be notified in the most expedient manner without Opportunity is responsible for administering the Act. Department representatives regard to a written notice. The names of complainants will be kept confidential conduct job site inspections and investigations to ensure compliance with the Act and not revealed upon the request of the employee. Employees also have the and with safety and health standards.

The contents of this poster describe many important provisions of the Act. These provisions apply equally to employees and employees in either private industry The Act provides that employees may not be discharged or in any manner 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 whichever is later. 24 hours of all work-related inpatient hospitalizations, amputations and

- losses of an eye. Notification may be accomplished by calling 844-464-6742 (4MIOSHA).
- 6. Make available to employees, for inspection and copying, all medical records and health data in the employer's possession pertaining to that employee.
- employer

8. Give the representative of employees the opportunity to accompany the

- against the representative of employees for time spent participating in the
- inspection, investigation, or opening and closing conferences.

prescribed by a MIOSHA standard.

pursuant to the Act.

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.

11. To promptly notify an employee who was or is being exposed to toxic materials on-site consultation assistance to employers to assist them in achieving or harmful physical agents in concentrations or at levels which exceed those compliance with occupational safety and health standards. Training specialists EMPLOYEE REQUIREMENTS: MIOSHA requires that each employee:

both employer and employee groups. Requests for service should be addressed 1. Comply with promulgated rules and standards and with orders issued to the department at the address shown below.

2. Not remove, displace, destroy, or carry off a safeguard furnished or provided The U.S. Department of Labor will continue to enforce federal standards governing for use in a place of employment, or interfere in any way with the use thereof maritime operations of long shoring, shipbuilding, ship breaking and ship by any other person. repairing. These issues are not covered by the Michigan Plan for Occupational Safety and Health. INSPECTIONS/INVESTIGATIONS: Inspections and investigations are conducted

by trained personnel. The Act requires that an employer representative and a **MORE INFORMATION:** representative of employees be given an opportunity to accompany the department Michigan Department of Labor and Economic Opportunity representative for the purpose of aiding in the in

	iniciagan population of Labor and Loononic opportain
	Michigan Occupational Safety and Health Administration
If a representative of employees does not participate, the department	530 W. Allegan Street, P.O. Box 30643
representative will consult with a number of employees concerning matters of	Lansing, Michigan 48909-8143
safety or health in the place of employment.	www.michigan.gov/miosha

right to bring unsafe or unhealthful conditions to the attention of the department

representative during the conduct of an inspection or investigation.

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 Michgan 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,

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 Afford an employee an opportunity with or without compensation to attend the abatement periods to the Department and to the Board of Health and Safety all meetings between the Michigan Department of Labor and Economic Compliance and Appeals. Employees may appeal the abatement period in a Opportunity and the employer relative to any appeal of a citation by the 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.

department during the inspection or investigation of a place of employment and Criminal penalties also are provided for in the Act. A person who knowingly makes to prohibit the suffering of any loss of wages or fringe benefits or discriminate 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 9. Provide personal protective equipment, at the employer's expense, when it punishable by a fine of up to \$10,000 or by imprisonment for not more than one vear 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

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

I-866-487-9243 • TTY: 1-877-889-5627 www.dol.gov/whd WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

YOU MAY NEED TO CHECK YOUR WITHHOLDING

Since you last filed Form W-4 with your employer did you...

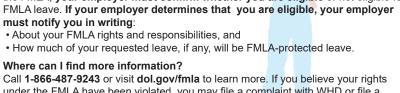
embezzlement, etc.) that resulted in economic loss to the employer.

ENFORCEMENT

IRS Withholding

Your tax credits

If you can answer "yes"...



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

WHD complaint process. For additional information: 1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-

Updated 4/2

Polygraph Protection

MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AND MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILITY

Family Medical Leave Act

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

PROHIBITIONS

condition, and

enforces the FMLA for most employees.

parent who is a military servicemember.

the reason for which you need FMLA leave.

Am I eligible to take FMLA leave?

· You work for a covered employer,

Office of Personnel Management.

How do I request FMLA leave?

before your leave, and

• The birth, adoption or foster placement of a child with you,

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

What is FMLA leave?: The Family and Medical Leave Act (FMLA) is a federal law

that provides eligible employees with job-protected leave for qualifying family and

medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD)

• Your serious mental or physical health condition that makes you unable to work,

• Certain qualifying reasons related to the foreign deployment of your spouse, child or

To care for your spouse, child or parent with a serious mental or physical health

An eligible employee who is the spouse, child, parent or next of kin of a covered

FMLA leave in a single 12-month period to care for the servicemember.

or week. Read Fact Sheet #28M(c) for more information.

You are an eligible employee if all of the following apply:

• You have worked for your employer at least 12 months.

workweeks in the current or previous calendar year,

servicemember with a serious injury or illness may take up to 26 workweeks of

You have the right to use FMLA leave in **one block of time**. When it is medically

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

to use any employer-provided paid leave if your employer's paid leave policy covers

• You have at least 1,250 hours of service for your employer during the 12 months

· Your employer has at least 50 employees within 75 miles of your work location.

• You work for a private employer that had at least 50 employees during at least 20

• 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

Airline flight crew employees have different "hours of service" requirements.

• You work for an elementary or public or private secondary school, or

You work for a **covered employer if one** of the following applies:

necessary or otherwise permitted, you may take FMLA leave intermittently in

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

EXEMPTIONS

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities.

The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers.

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft,

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests. **EXAMINEE RIGHTS**

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 results disclosed to unauthorized persons.

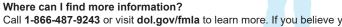
The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.



Updated 8/1

ormation?			wa
nd responsibilities, and ted leave, if any, will be FML	A-protec	ted leave.	pro app 7 m



private lawsuit against your employer in court. Scan the QR code to learn about our

5627 www.dol.gov/whd

U.S. Department of Labor • Wage and Hour Division

against you for requesting FMLA leave or cooperating with a WHD investigation. Overtime 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

mployees must be paid at least

Effective Date

January 1, 2024

January 1, 2023

January 1, 2022

States Department of Labor, is less than 8.5%.

▶ **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.

*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

hourly wage rate as prescribed in subsection (1) that does not take effect pursuant to this

inemployment rate for this state, as determined by the Bureau of Labor Statistics, United

subsection takes effect in the first calendar year following a calendar year for which the

preceding the calendar year of the prescribed increase. An increase in the minimum

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 quirements: employees exempt from the minimum wage provisions of the Fair Labor ndards Act of 1938 29 USC 201 to 219 (except certain domestic service employees) fessional, administrative, or executive employees; elected officials and political pointees; employees of amusement and recreational establishments operating less than nonths of the year; agricultural employees, and any employee not subject to the minimum ge provisions of the act.

Minimum Hourly Wage Rate

\$10.33*

\$10.10*

\$9.87*

Compensatory Time If an employer meets certain conditions, employees may agree to receive compensatory

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 in order to offer compensatory time off in lieu of overtime compensation. Equal Pay

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

85%** Hourly Rate

\$8.78

\$8.59

\$8.39

PRODUCT ID:

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 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 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

New Or Revised SDS

State Minimum Wage

State of Michigan Wage and Hour Division

PO Box 30476 Lansing, MI 48909-7976

REQUIRED POSTER GENERAL REQUIREMENTS - MINIMUM WAGE and OVERTIME

GRETCHEN WHITMER - GOVERNOR

SUSAN CORBIN - DIRECTOR

Coverage

Minimum Hourly Wage Rate

Tipped Employee

Minimum Hourly Rate

\$3.93

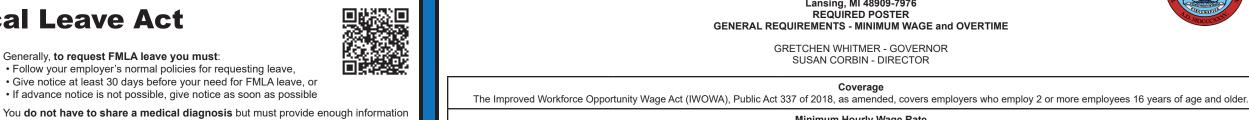
\$3.84

\$3.75

As Required by the Michigan Right To Know Law

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

W OR REVISED TITLE	RECEIPT DATE	POSTING DATE	LOCATION OF NEW OR REVISED SDS



• 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 gualifies for FMLA protection. You must also inform your employer if FMLA leave was previously Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period 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.

Labor Laws change often. Please call your distributor twice a

The FMI A 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?

DATE POSTED:__

year to confirm if you are in compliance.

All Rights Reserved. Unauthorized copies are illega

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 basi separate blocks of time, or on a reduced schedule by working less hours each day as if you had not taken leave, and

• 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

THIS IS AN IMPORTANT DO MIOSHA Complaint Hotline	OCUMENT - DO NOT COVER!	Marry or divorce? Gain or lose a dependent? Change your name?	To any of these or you owed extra tax when you filed your last return, you may need to file a new Form W-4. See your employer for a copy of Form W-4 or call the IRS at 1-800-829-3676. Now is the time to check your withholding. For more details,		
Fatality Hotline	1-800-858-0397	Were there major changes to Your nonwage income (interest, dividend, capital gains, etc.)? Your family wage income (you or your spouse started or	get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at www.irs.gov/individuals on the IRS website. Employer: Please poster or publish this Bulletin Board Poster so that your employees		
MIOSHA Injuries/Illnesses Repu Michigan Occupational Safety and Health Administration Consultation and Training Assis		ended a job)? Your itemized deductions?	will see it. Please indicate where they can get forms and information on this subject. Updated 1/17		
The Michigan Department of Labor and Economic Opp	oportunity (LEO) is a equal opportunity employers/program. MIOSHA/CET 2010 (06/21)				
Employers subject to the state Federal Mir		• FOR USE BY PRIVATE SECTOR	SERRA AND STATE GOVERNMENT EMPLOYERS • ERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT	Michigan Department of Labor and Economic Opportunit	y Paid in part with
pay the higher rate EMPLOYEE RIGHTS UNDER TH \$7.25 PER HOUR BE	nimum Wage THE FAIR LABOR STANDARDS ACT EGINNING JULY 24, 2009		v leave employment positions to undertake military service or certain types of service rom discriminating against past and present members of the uniformed services, and	(LEO) Michigan Occupational Safety and Health Administration Consultation Education and Training Divisio (517) 284-7720	on Federal OSHA funds. MIOSHA/CET #2106 (Revised 12/19) <i>LEO is an equal opportunity employer/program.</i>
DVERTIME PAY: It least 1 ¹ / ₂ times the regular rate of pay for all hours worked over 40 in a workweek.	nis poster where employees can readily see it.	applicants to the uniformed services. REEMPLOYMENT RIGHTS You have the right to be reemployed in your civilian job if you leave that job to perfo	orm service in the uniformed service and:		nigan.gov/miosha
vork outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with ce	t in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may ertain work hours restrictions. Different rules apply in agricultural employment.		ervice; • you have five years or less of cumulative service in the uniformed services while mely manner after conclusion of service; and • you have not been separated from service		
IP CREDIT: imployers of "tipped employees" who meet certain conditions may claim a partial wage credit bas t least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an emplo inimum hourly wage, the employer must make up the difference.	ased on tips received by their employees. Employers must pay tipped employees a cash wage of loyee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the	a comparable job.	ou would have attained if you had not been absent due to military service or, in some cases,		cal Leave Act
o express breast milk. Employers must provide a place, other than a bathroom, that is shielded fi	ss breast milk for their nursing child for one year after the child's birth each time the employee needs from view and free from intrusion from coworkers and the public, which may be used by the employee	then an employer, may not dony you; + initial employment; + recomployment; + rete	membership in the uniformed service; or • are obligated to serve in the uniformed service; ntion in employment; • promotion; or • any benefit of employment because of this status.	Michigan Department of Labor and Economic Opportunity Wage and Hour Division PO Box 30476 Lansing, MI 48909-7976	employment before 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
	es in instances of minimum wage, overtime, and other violations. The Department may litigate and/ willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money	to 24 months while in the military. • Even if you don't elect to continue coverage du	inue your existing employer-based health plan coverage for you and your dependents for up ring your military service, you have the right to be reinstated in your employer's health plan	REQUIŘED POSTER GENERAL REQUIREMENTS – PAID MEDICAL LEAVE ACT* GRETCHEN WHITMER - GOVERNOR	documentation requirements for requesting leave. The employee must be allowed at least 3 days to provide documentation. Employees may take paid medical leave for any of the following:
enalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civ	ivil money penalties may be assessed for each child labor violation that results in the death or seriou etermined to be willful or repeated. The law also prohibits retaliating against or discharging workers	 ENFORCEMENT The U.S. Department of Labor, Veterans Employment and Training Service (VETS) 	 pre-existing condition exclusions) except for service-connected illnesses or injuries. is authorized to investigate and resolve complaints of USERRA violations. • For 	SUSAN CORBIN - DIRECTOR Coverage The Paid Medical Leave Act, 2018 Public Act 338, as amended by 2018 Public Act	 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
DDITIONAL INFORMATION: Certain occupations and establishments are exempt from the minimum wage, and/or overtime pa Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Ma		assistance in filing a complaint, or for any other information on USERRA, contact V interactive online USERRA Advisor can be viewed at <u>https://webapps.dol.gov/elaws</u> request that your case be referred to the Department of Justice or the Office of Spe	ÉTS at 1-866-4-USA-DOL or visit its website at <u>https://www.dol.gov/agencies/vets/.</u> An <u>s/vets/userra</u> • If you file a complaint with VETS and VETS is unable to resolve it, you may icial Counsel, as applicable, for representation. • You may also bypass the VETS process	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. An eligible employee does not include executive, administrative, and	 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
Some state laws provide greater employee protections; employers must comply with both. Some employers incorrectly classify workers as "independent contractors" when they are actual mployees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protection Certain full-time students, student learners, apprentices, and workers with disabilities may be pa	ons and correctly classified independent contractors are not.	and bring a civil action against an employer for violations of USERRA. In addition, an employer may not retaliate against anyone assisting in the enforcem proceeding under USERRA, even if that person has no service connection.	ent of USERRA rights, including testifying or making a statement in connection with a	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	 The employee's or his or her family member's exposure to a communicable disease that would jeopardize thehealth of others as determined by health
	77-889-5627 • www.dol.gov/whd TED STATES DEPARTMENT OF LABOR Updated 6	The rights listed here may vary depending on the circumstances. The text of this no dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to no	otice was prepared by VETS, and may be viewed on the internet at this address: https://www. otify employees of their rights under USERRA, and employers may meet this requirement by	work location is not in this state, individuals 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, variab hour employees as defined by 26 CFR 54.4980H-1, employees covered by the	authorities or a health care provider le For domestic violence and sexual assault situations, employees may use paid medical leave for any of the following:
Pregnant Workers	Fairness Act (PWFA)	displaying the text of this notice where they customarily place notices for employees	S.	Railway Labor Act and Railroad Unemployment Insurance 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, fewer than 25 hours per week during the immediately preceding calendar year. (See section 2 of The Paid Medical	 Medical care or psychological or other counseling Receiving services from a victim services organization
VHAT IS PWFA? The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires of mitations related to pregnancy, childbirth, or related medical conditions, unless the accommoda ignificant difficulty or expense.	covered employers to provide "reasonable accommodations" to a qualified worker's known			Leave Act, 2018 Public Act 338.) Paid Medical Leave Accrual Paid medical leave accrual begins on March 29, 2019, or upon commencement of	 Participation in civil or criminal proceedings related to or resulting from the domestic violence or sexual assault
Reasonable accommodations" are changes to the work environment or the way things are usually done VHAT ARE SOME POSSIBLE ACCOMMODATIONS FOR PREGNANT WORKERS?	e at work.	U.S. Department of Labor 1-866-487-2365 U.S. Department of Ju	³⁵ /tr _{ES} of ^{5°} THE GUARD AND RESERVE Istice Office of Special Counsel 1-800-336-4590 Updated 6/22	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 require to allow accrual of over 1 hour in a calendar week or more than 40 hours in a benefit	
Being able to sit or drink water Receiving closer parking Having flexible hours Receiving appropriately sized uniforms and safety apparel		No Sm	oking Law	year. A benefit year is 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 leave from one benefit year to the next; however, employers are not required to allow employees to use more than 40 hours in a single	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. An
Receiving additional break time to use the bathroom, eat, and rest Taking leave or time off to recover from childbirth Being excused from strenuous activities and/or exposure to chemicals not safe for pregnancy				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	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 an administrative fine of not more than \$100.00 for each separate violation.
VHAT OTHER FEDERAL EMPLOYMENT LAWS MAY APPLY TO PREGNANT WORKERS? ther laws that apply to workers affected by pregnancy, childbirth, or related medical conditions, include: Title VII which prohibits employment discrimination based on sex, pregnancy, or other protected ca The ADA which prohibits employment discrimination based on disability (enforced by the EEOC) The Formity and Medical Laws Act which provide unpaid logue for entiple unployee for protected ca The ADA Medical Laws Act which provide unpaid logue for entiple unployee for protected ca The ADA Medical Laws Act which provide unpaid logue for entiple unployee for protected ca the ADA Medical Laws Act which provide unpaid logue for entiple unployee for protected ca the ADA Medical Laws Act which provide unpaid logue for entiple unployee for protected ca the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for protected ca the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for protected ca the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for entiple to the ADA Medical Laws Act which provide unpaid logue for entiple to th	categories (enforced by the U.S. Equal Employment Opportunity Commission (EEOC))	This is a smok	ke-free environment.	unused leave to the next benefit year. (See section 3 of the Paid Medical Leave Act, 2018 Public Act 338). Paid Medical Leave Usage	*For precise language of the statute, see Public Act 338 of 2018, as amended LEO is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available, upon
The Family and Medical Leave Act which provides unpaid leave for certain workers for pregnance The PUMP Act which provides nursing mothers a time and private place to pump at work (enforce Learn more at www.EEOC.			oking in public places, places	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	request, to individuals with disabilities. www.michigan.gov/wagehour • Toll Free 1-855-4MI-WAGE (1-855-464-9243)
Equal Employm	ont Opportunity		s, cafeterias, food courts in g malls, and bars		Effective 09/21
Inow Your Rights: Workplace Discrimination is Illegal	The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the	Dight To Kn	ow SDS Location	STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNIT	To Be Completed by the Employer
The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that rotect you from discrimination in employment. If you believe you've been discriminated against t work or in applying for a job, the EEOC may be able to help.	Federal Government. 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, Gender Identity, National Origin		SDS(s) For This	GRETCHEN WHITMER GOVERNOR SUSAN R. CORBIN ACTING DIRECTOR	Complete the following information in the spaces below. Each employee, when separated from your employment should receive a completed copy of this form or an
Vho is Protected? Employees (current and former), including managers and temporary employees Job applicants Union members and applicants for membership in a union	Executive Order 11246, as amended, prohibits employment discrimination by Federal contracto based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.	Employers must make available for employees in a readily accessible manner, Sat Data Sheets (SDS) for those hazardous chemicals in their workplace.		UNEMPLOYMENT COMPENSATION NOTICE TO EMPLOYEE THIS FORM IS NOT A WAIVER REQUEST	equivalent written notice. A \$10.00 penalty for non-compliance may be imposed on the employer by UIA.
Vhat Organizations are Covered? Most private employers State and local governments (as employers)	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.	e		OR APPROVAL OF A WAIVER REQUEST. Information Needed to File a Claim:	Your 10-digit UIA Employer Account Number (EAN):
Educational institutions (as employers) Unions Staffing agencies	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,	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	Location(s)	 Your Social Security card. Your state issued driver's license or ID card number or your Michigan's Automated Response Voice Interactive Network (MARVIN) PIN (if you have one). The names and addresses of employers you have worked for during the past 18 	Your 9-digit Federal Employer Identification Number (FEIN):
Vhat Types of Employment Discrimination are Illegal? Inder the EEOC's laws, an employer may not discriminate against you, regardless of your nmigration status, on the bases of: Race	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	obtaining SDS from the: Michigan Department of Labor and Economic Opportunity (LEO)		 The first and last date of employees you have worked for during the past to months and your quarterly gross earnings. The first and last date of employment with each employer. Your most recent employer's Federal Employer ID number (FEIN) and Employer 	address where wage and separation information is available.
Color Religion National origin Sex (including pregnancy and related conditions, sexual orientation, or gender identity)	affirmative action to employ and advance in employment qualified individuals with disabilities at al levels of employment, including the executive level. Protected Veteran Status	General Industry Safety and Health Division (517) 284-7750 Construction Safety and Health Division and Asbestos Licensing (517) 284-7680	Phone LEO is an equal opportunity employer/program.	Account Number (EAN). Depending on your situation, knowing the account number may speed up the processing of your claim.If you are not a U.S. Citizen or national, you will need your Alien Registration card	Employer's Name
Age (40 and older) Disability Genetic information (including employer requests for, or purchase, use, or disclosure of genetic ests, genetic services, or family medical history)	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., withi three years of discharge or release from active duty), active duty wartime or campaign badge	www.michigan.gov/miosha	MIOSHA/CET #2105 (Rev. 12/19)	and the expiration date of your work authorization. Bi- Weekly Certification: Unless the requirement has been waived, you must certify your eligibility every two	DBA Employer's Address
Retailation for filing a charge, reasonably opposing discrimination, or participating in a iscrimination lawsuit, investigation, or proceeding. Interference, coercion, or threats related to exercising rights regarding disability discrimination r pregnancy accommodation	veterans, or Armed Forces service medal veterans. Retaliation Retaliation is prohibited against a person who files a complaint of discrimination, participates in	WC - Knov	v Your Rights!	weeks to receive benefits. The preferred method of certifying is online. Phone certification is also available. • Online: Visit <u>www.michigan.gov/uia</u> and sign into MiLogin to access your Michigan.	
Vhat Employment Practices can be Challenged as Discriminatory? Il aspects of employment, including: Discharge, firing, or lay-off	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	 <i>Employees Know Your Rights!</i> Remember - It is important to report your injury to your employer. 	 Vocational Rehabilitation If you are unable to perform the work that you have done previously, you are entitled to vocational rehabilitation. The number one goal is your return to work with your employer. If you cannot do this or require assistance in finding a new job, vocational 	 Web Account Manager (MiWAM) account. Your online account is accessible seven days a week, 24 hours a day. By Phone: Call MARVIN at 1-866-638-3993, Monday through Friday, 8:00 a.m. to 4:20 a.m. 	Name of Contact Person
Harassment (including unwelcome verbal or physical conduct) Hiring or promotion Assignment Pay (unequal wages or compensation)	obligations under OFCCP's authorities should contact immediately: The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor	Medical Care You are entitled to reasonable and necessary medical care for work-related injuries diseases. Employers or their insurance carriers are required by law to provide thes services. During the first 28 days of treatment, your employer has the right to choor	rehabilitation services can help. s or ^{Se} To be completed by the employer	4:30 p.m.Work Search Activities: You must be able, available, and seeking work to be eligible for benefits. Document	Telephone Number
Failure to provide reasonable accommodation for a disability or a sincerely held religious belief, bservance or practice Benefits Job training	 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 	the physician. After 28 days you are free to change physicians, but you must notify your employer of the change. If you receive treatment from a physician of your cho you shall obtain and promptly furnish a report to your employer.	/	and report at least one work search activity during your bi-weekly certification for benefits. The preferred method for reporting work search activities is through MiWAM. You may also report work search activities by phone through MARVIN. Ul	
Classification Referral Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees	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/	If your employer refuses to provide medical care, you should contact Michigan's Workers' Disability Compensation Agency at its toll-free telephone number: 1-888-396-5041.	Employer Contact Person and Telephone Number	will not release benefits until it processes the work search activities that you submit. If you have questions, visit <u>www.michigan.gov/uia</u> for tools and resources. You can also access your MiWAM account to chat with an agent during regular business hours. Visit our website for hours of operation.	Employers, direct any questions to the Office of Employer Ombudsman (OEO) through your MiWAM account at www.michigan.gov/uia or call 1-855-484-2636. TTY service is available at 1-866-366-0004.
Conduct that might reasonably discourage someone from opposing discrimination, filing a harge, or participating in an investigation or proceeding. Conduct that coerces, intimidates, threatens, or interferes with someone exercising their rights, r someone assisting or encouraging someone else to exercise rights, regarding disability iscrimination (including accommodation) or pregnancy accommodation	ofccp/contact. PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE	You should not receive a bill from a health care provider for treatment of a covered work-related injury or illness. If you do receive such a bill, you should contact your employer or the employer's insurance carrier.	If you have questions, please call the State of Michigan Workers' Disability Compensation Agency	TTY service is available at 1-866-366-0004.	UIA is an equal opportunity employer/program. Updated 5/21
Vhat can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict me limits for filing a charge of discrimination (180 or 300 days, depending on where you live/	 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 	Wage Loss Benefits You are entitled to weekly workers' compensation benefits if you suffer a wage loss for more than seven consecutive days. These benefits may be claimed as long as disability and wage loss continue. Generally, the benefit rate is 80% of your after-ta	a Additional information is on the agency's website at http://michigan.gov/wdca.	Unemployr	nent Benefits
vork). You can reach the EEOC in any of the following ways: Bubmit an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.	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 prohibit employment discrimination on the basis of sex in educational programs or activities which	average weekly wage, subject to a maximum rate.	EMPLOYER: PLEASE POST THIS NOTICE FOR YOUR EMPLOYEES TO SEE!	Notice To All Employees: Information about Unemployment Benefits	For complete information about your benefit rights and responsibilities, review the Handbook for Unemployed Workers at michigan.gov/uia.
- all 1–800–669–4000 (toll free) - 800–669–6820 (TTY) - 844–234–5122 (ASL video phone) risit an EEOC field office (information at www.eeoc.gov/field-office) - Mail info@eeoc.gov	receive Federal financial assistance. Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination		vers' Protection	This employer is covered by the MICHIGAN EMPLOYMENT SECURITY ACT Unemployment benefits are payable to qualified and eligible workers of this employe	STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY UNEMPLOYMENT INSURANCE AGENCY
/isit an EEOC field office (information at www.eeoc.gov/field-office)	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.	ATTENTION EMPLOYEES: The Michigan Whistleblowers' Protection Act (469 P .A. 1980) creates certain prote	ections and obligations for employees and employers under Michigan law.	through Michigan's Unemployment Insurance Agency. File an unemployment claim online	UIA is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.
iscrimination, is available at www.eeoc.gov.	If you believe you have been discriminated against in a program of any institution which receive Federal financial assistance, you should immediately contact the Federal agency providing such assistance.	It is illegal for employers in Michigan to discharge, threaten or otherwise discrimina employment because you or a person acting on your behalf reports or is about or r	ate against you regarding your compensation, terms, conditions, location or privileges of report a violation or a suspected violation of federal, state or local laws, rules or regulations rerwise discriminate against you regarding your compensation, terms, conditions, location or	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.	Michigan Department of Labor and Economic Opportunity Unemployment Insurance Agency; Authority: Michigan Administrative Code, Section R 421.105; Paid for with federal funds.
		privileges of employment because you take part in a public hearing, investigation,OBLIGATIONS:	inquiry or court action.	A claim for benefits begins the week it is filed. File your claim the first week you become unemployed.	UIA 1710 (Rev. 12-19) Updated 12/19
MICHIGAN LAW PROHIBITS DISCRIMINATI	nination ION IN EMPLOYMENT, EDUCATION, HOUSING, ENFORCEMENT OR PUBLIC SERVICE	compensate you for your participation in a public hearing, investigation, inquiry or opublic body that you know is false.	court action. The Act does not protect you from disciplinary action if you make a report to a	Workers' C	ompensation
BASED ON religion, race, color, national origin, sex, disability, age ¹ , marital s	status ¹ , height ² , weight ² , arrest record ² , genetic information ² , and familial status ³	If you believe that your employer has violated this Act you may bring civil action in PENALTIES:		Michigan Workers' Disability Compensation Rights & Responsibilities Each party involved in the workers' compensation system has rights and	rehabilitation can include a variety of professional services designed to help injured workers re-enter the workforce. These services may include job placement assistance, retraining support, or guidance in starting your own business. Vocational
Persons with disabilities needing accommodations for empl	ist notify their employers in writing, within 182 days after the need is known. ployment must notify their employers in writing within 182 days. tus are prohibited considerations for admissions only	of back wages, full reinstatement of fringe benefits and seniority rights, actual dam costs of litigation, including reasonable attorney fees and witness fees to the comp		responsibilities that help ensure the successful application of the law, and ultimately safe return to work for the employee.	 a rehabilitation services are paid for by the employer/insurance carrier, so in most cases you must have an open workers' compensation claim to receive rehabilitation benefits. You may also be eligible for Family Medical Leave Act (FMLA) benefits. If you have
² in empl ³ in hou	loyment only busing only	This poster is provided as a courtesy of the Michigan Occupational Safety and Hea <u>www.michigan.gov/miosha</u> .	alth Administration (MIOSHA). Vist our website at	 <u>EMPLOYEES</u> Report all injuries to your supervisor immediately! Most workers are covered under workers' compensation from the start of workers. 	questions, you should contact the U.S. Department of Labor.
Call 1-80	y file a complaint with the Michigan Department of Civil Rights. 100-482-3604 ne: 313-437-7035	Youth Employ	ment Standards	 employment. Benefits include reasonable & necessary medical care, wage loss benefits, and vocational rehabilitation services. A compensable injury is one that has arisen "out of and in the course of 	 Stay in touch with your employees while they are off work! Look for appropriate light- duty work options and accommodations when possible. All public and most private employers in Michigan are covered by workers'
www.michi	nigan.gov/mdcr n a conspicuous place.	STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY	 (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 consentingto the period of employment authorized 	 A compensable injury is one that has arisen "out of and in the course of employment." In other words, work must cause the disability. Workers' compensation is the "exclusive remedy" for work injuries, meaning that in most cases you cannot sue for other damages. 	they become injured.
Payday	y Notice	GRETCHEN WHITMER - GOVERNOR SUSAN CORBIN - DIRECTOR Informational Sheet: Youth Employment Standards Act 90 of 1978, as amended	(4) As used in this section:	• There is a 7-day waiting period for wage loss benefit payments. If the disability last beyond one week, the worker is entitled to benefits as of the eighth day after the injury. If a disability continues for two weeks or longer, then the worker is entitled to be	There are severe penalties if an employer fails to provide workers' compensation
PAYD		POSTING REQUIREMENT MCL 409.110 Minor under 16 years; days and hours of employment.	 (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, handpolination, roquing, or hoeing, and any other similar farming activity required for 	paid compensation for the first week of disability from the date of disablement. Paid medical leave may apply during the 7-day waiting period.There is no waiting period for medical benefits; coverage begins at the time of the	• All claims must be reported to your insurance carrier.
	CHEDULE IS	Sec. 10. A 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 avera of 8 hours per day or 48 hours in 1 week, nor more than 10 hours in 1 day. The min shall not be employed between the hours of 9 p.m. and 7 a.m. A minor who is a	commercialseed production. age ^{nor} History: Am. 1978, Act 90, Eff. June 1, 1978 ; Am. 1995, Act 251, Eff. Mar. 28, 1996	 injury. In most cases, wage loss benefits are calculated by taking the average of the highest 39 weeks of the last 52 weeks of gross wages prior to injury. Generally, you should receive 80% of the after tax value of this average. 	 Form WC-100: must be filed with the Workers' Disability Compensation Agency (WDCA) and your insurance carrier immediately upon the disability exceeding 7 consecutive days, death or specific loss. A copy of this form must also be given to the
		shall not be employed between the notis of 9 p.m. and 7 a.m. A minor who is a student in school shall not be employed more than a combined school and work we	; 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, 2011	 should receive 80% of the after-tax value of this average. Your first check is due and payable on the 14th day of disability. However, a benefit 	employee

PAYCHECKS ARE ISSUED ON THE	AND	OF THE MONTH
AT:	TIME:	

Emergency Notice

student in school shall not be employed more than a combined school and work week of 48 hours during the period when school is in session. 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 ollowina 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

, 48 hours in 1 week.(e)If the minor is a student in school and school is in session

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 andrest 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 beemployed in an occupation that involves • If you have more than one job covered under the Worker's Disability Compensation a cash transaction subject to this act after sunset or 8 p.m., whichever is earlier, at Act, you get credit for all wages earned in those jobs.

personal injury or disease.

Your first check is due and payable on the 14th day of disability. However, a benefit

• Weekly benefits continue so long as you are disabled, which could be for the rest of

your life. However, benefits can be reduced by up to 50% after age 65 at 5% per year

• If you are only partially disabled, you do have a duty to seek reasonably available

work, taking into consideration those limitations (restrictions) from the work-related

check is not considered "late" until 30 days after the due date.

up to age 75, or upon receipt of social security retirement benefits.

INSURANCE COMPANIES • Prompt and regular payment of benefits is required by law.

promptly

calculate the correct benefit amount.

compensation if injured.

oegin, chang

• You must ensure that reasonable and necessary medical treatment is provided

• You will need to provide a wage history report to the insurance carrier in order to

• Minors: The Act provides that an illegally employed minor is entitled to double

AMBULANCE:	 (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 until11:30 p.m. on any of the following days: (a)On Fridays and Saturdays. 	a fixed location unless an employer or other employee 18 years of age or older is present at the fixed location during those hours. 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	 Medical Benefits: You are entitled to all reasonable and necessary medical care including surgical, hospital, and dental services, as well as crutches, hearing apparatus, chiropractic treatment, and nursing care. These services are provided indefinitely as long as there is a need related to the injury. Choosing A Doctor: During the first 28 days of treatment, the employer has the right to choose the doctor. After that, you are free to change doctors providing that you 	 Form WC-701: Must be filed with the WDCA when wage loss benefits begin, change or stop. Form WC-110: Must be filed with the WDCA 3 months post-injury, and every 4 months after, to report on vocational rehabilitation activity. Form WC-107: Must be filed with the WDCA if a claim is disputed. Medical services rendered are subject to the State of Michigan Health Care Services
OSHA: HAZARDOUS MATERIAL:	(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	LEO is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available, upon request, to individuals with disabilities.	notify the employer and insurance company, preferably in writing. You do not need authorization from the insurance company or the employer to be medically treated, as long as the treatment is reasonable and necessary, and your claim is not in dispute. • Maintaining Contact: It is extremely important that you maintain regular contact with	schedule.
ProService HAWAII HR that powers your business Made in USA	are met. If a minor is a student in school, the period greater than the periods described	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 Updated 9/21	 your employer throughout the treatment and recovery period so that they are aware of your progress. Provide your employer with updated work status reports and discuss early return to work options. Vocational Rehabilitation: If you have a work-related injury or illness which prevents you from being able to perform work for which you have previous training or experience, you are entitled to vocational rehabilitation benefits. Vocational 	
TO REORDER, CALL 1-888-488-7678 OR ORDER AT STATEANDFEDERALPOSTER.COM	MAKING UNAUTHORIZED COPIES IS AGAINST THE LAW AN	ID MAY SUBJECT YOU TO CIVIL AND CRIMINAL LIABILITY	A	LL RIGHTS RESERVED. COPYRIGHT BY STATE AND FEDERAL POSTER, INC