

MICHIGAN SAFE 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 (MOSH) 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 MOSH 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 site inspections and investigations to ensure compliance with the Act and with safety and health standards.

EMPLOYER REQUIREMENTS. MOSHA 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.

INSPECTIONS/INVESTIGATIONS. Inspections and investigations are conducted by Department representatives. The Act requires that employer representatives and representative of employees be given an opportunity to accompany the department representative for the purpose of adding to the inspection or investigation.

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER! MOSHA Important Hotline: 1-800-856-4674. Fatality Hotline: 1-800-858-0397. MOSHA Injuries/Inquests Reporting: 1-844-664-6742.

Family Medical Leave Act Generally, to request FMLA leave you must: 1. Follow your employer's normal policies for requesting leave. 2. Give notice at least 30 days before your need for FMLA leave, or if advance notice is not possible, give notice as soon as possible.

Family Medical Leave Act

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) enforces the FMLA for most employers.

State Minimum Wage

REQUIRED POSTER GENERAL REQUIREMENTS - MINIMUM WAGE AND OVERTIME

Effective Date	Minimum Hourly Wage Rate	Tipped Employee Minimum Hourly Rate	85% Hourly Rate
January 1, 2024	\$10.33*	\$3.92	\$8.78
January 1, 2023	\$10.10*	\$3.74	\$8.59
January 1, 2022	\$9.87*	\$3.58	\$8.29

Polygraph Protection

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 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.

New Or Revised SDS

As Required by the Michigan Right to Know Law TO BE POSTED THROUGHOUT THE WORKPLACE NEXT TO THE SAFETY DATA SHEETS (SDS) LOCATION POSTERS

NEW OR REVISED TITLE	RECEIPT DATE	POSTING DATE	LOCATION OF NEW OR REVISED SDS
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IRS Withholding

YOU MAY NEED TO CHECK YOUR WITHHOLDING Since you last filed Form W-4 with your employer did you: 1. Marry or divorce? 2. Gain or lose a dependent? 3. Change your name?

Michigan Department of Labor and Economic Opportunity

REQUIRED POSTER GENERAL REQUIREMENTS - PAID MEDICAL LEAVE ACT

RECTOR WHITMER - GOVERNOR SUSAN CORBIN - DIRECTOR

Federal Minimum Wage

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT \$7.25 PER HOUR BEGINNING JULY 24, 2009

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

USERRA

FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS - YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

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

Michigan Department of Labor and Economic Opportunity

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RECTOR WHITMER - GOVERNOR SUSAN CORBIN - DIRECTOR

Pregnant Workers Fairness Act (PWFA)

WHAT IS PWFA? The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide "reasonable accommodations" to qualified workers who are unable to perform essential job functions, or to undergo medical conditions, unless the accommodation would cause the employer an "undue hardship." An undue hardship is causing significant economic or expense.

No Smoking Law

NO SMOKING This is a smoke-free environment. Michigan prohibit smoking in public places, places of employment, and in food service establishments such as restaurants, cafeterias, food courts in shopping malls, and bars

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Equal Employment Opportunity

Know Your Rights: Workplace Discrimination is Illegal! The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that prohibit discrimination in employment. If you believe you've been discriminated against on the basis of race, sex, or other protected characteristics, the EEOC may be able to help.

Right to Know SDS Location

This Workplace Covered by the Michigan Right to Know Law Employees must make available for employees in a readily accessible manner. Safety Data Sheets (SDS) for those hazardous chemicals in their workplace.

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Payday Notice

PAYDAY IS ON MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

PAY SCHEDULE IS WEEKLY BI-WEEKLY SEMI-MONTHLY MONTHLY

PAYCHECKS ARE ISSUED ON THE AND OF THE MONTH AT TIME

WC - Know Your Rights!

Employees - Know Your Rights! - Remember - It is important to report your injury to your employer.

Medical Care You are entitled to reasonable and necessary medical care for work-related injuries or illnesses. Employees or their insurance carriers are required by law to provide these services. During the first 28 days of treatment, your employer has the right to choose the physician. After that time, you have the right to choose your doctor, but you must notify your employer of the change. If you receive treatment from a physician of your choice, you should inform your employer of the name of your doctor.

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Emergency Notice

AMBULANCE: FIRE/RESCUE: PHYSICIAN: POLICE: HAZARDOUS MATERIAL:

OSHA: HRT that states your business

Whistleblowers' Protection

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

PROTECTIONS: It is illegal for employers in Michigan to discharge, threaten or otherwise discriminate against you regarding your compensation, terms, conditions, location or privileges of employment because you or a person acting on your behalf report a violation of or about or report a violation of federal, state or local laws, rules or regulations that are related to a public body or a public body contractor. It is illegal for employers in Michigan to discharge, threaten or otherwise discriminate against you regarding your compensation, terms, conditions or privileges of employment because you take part in a public hearing, investigation, inquiry or court action.

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Youth Employment Standards

STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY SUSAN CORBIN - DIRECTOR

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

POSTING REQUIREMENT MCL 409.110 Minor under 16 years; days and hours of employment. Sec. 10. A minor under 16 years shall not be employed in an occupation subject to this act for more than 60 minutes in any 24-hour period. If employed for more than 60 minutes in a 24-hour period, the minor shall not be employed for more than 8 hours per day or 48 hours in a week, nor more than 10 hours in 1 day. The minor shall not be employed for more than 1 hour in any 24-hour period. If employed for more than 1 hour in any 24-hour period, the minor shall not be employed more than a combined school and work day of 48 hours during the period when school is in session.

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