

# Michigan & Federal Employment Notices

## 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 (MOSHA) 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...

**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.

2. Comply with promulgated rules and standards and with orders issued regarding the state and federal applicable rules and standards. 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.

4. Notify the Michigan Department of Labor and Economic Opportunity within 8 hours of any work-related fatality. Notification may be accomplished by calling 1-800-858-0589. 5. Notify the Michigan Department of Labor and Economic Opportunity within 24 hours of all work-related inpatient hospitalizations, amputations and losses of any member. Notification may be accomplished by calling 844-464-6742.

6. Make available to employees, for inspection and copying, all medical records and health data in the employee's possession pertaining to that employee. 7. 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 relating to any appeal of a citation by the employer.

8. Give the representative of employees the opportunity to accompany the department during the inspection or investigation of a place of employment and to prohibit the suffering of any loss of wages or fringe benefits or discipline against the representative of employees for time spent participating in the inspection, investigation, or opening and closing conferences. 9. Provide personal protective equipment, at the employer's expense, when it is specifically required by a MOSHA 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 imminent danger exists. 11. To be held responsible for the safety of the employees who are or is being exposed to toxic materials or harmful physical agents in concentrations or at levels which exceed those prescribed by a MOSHA standard.

**EMPLOYER REQUIREMENTS.** MOSHA requires that each employer: 1. Comply with promulgated rules and standards and with orders issued regarding the state and federal applicable rules and standards. 2. Not remove, damage, 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 conducted by the Act's representatives. The Act requires that an employer designate a representative of employees to be given an opportunity to accompany the department representative for the purpose of adding to 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 a place of employment.

**THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!** MOSHA Complaint Hotline: 1-800-856-4674. Fatality Hotline: 1-800-858-0397. MOSHA Injuries/Illnesses Reporting: 1-844-464-6742. Consultation and Training Assistance: 1-517-284-7270.

**Federal Minimum Wage** The Department of Labor and Economic Opportunity (LEO) is an equal opportunity employer. Employees subject to the state minimum wage are obligated to pay the higher of the two rates. The law requires employers to display this poster where employees can readily see it.

**Child Labor** An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old are permitted to work in various non-hazardous, non-mining, non-hazardous jobs with certain work restrictions. Different rules apply to agricultural employment.

**Pregnant Workers Fairness Act (PWFA)** What is PWFA? The Pregnant Workers Fairness Act (PWFA) is a federal law that requires employers to provide reasonable accommodations to qualified workers' known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship" or an undue burden as defined by causing significant difficulty or expense.

**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 in an act or in applying for a job, the EEOC may be able to help.

**No Smoking Law** Michigan prohibits smoking in public places, places of employment, and in food service establishments (including restaurants, cafeterias, food courts in shopping malls, and bars). Michigan prohibits smoking in this place, places of employment, and in food service establishments (including restaurants, cafeterias, food courts in shopping malls, and bars).

**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.

**WC - Know Your Rights!** Employees - Know Your Rights to your employer. Medical Care: You are entitled to reasonable and necessary medical care for work-related injuries or diseases. Employer or your insurance carrier is required by law to provide these services during the first 28 days of disability.

**Discrimination** MICHIGAN LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT, EDUCATION, HOUSING, PUBLIC ACCOMMODATION, AND FEDERAL GOVERNMENT CONTRACTS. BASED ON religion, race (including hair texture and protective hairstyles), color, national origin, sex, disability, sexual orientation, gender identity and expression, age, marital status, age, height, weight, arrest record, genetic information, and familial status.

## 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 unpaid, job-protected leave for qualified family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA.

**What do I need to know about FMLA leave?** You do not have to have a medical diagnosis but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave.

**What are my FMLA leave options?** You have the right to use FMLA leave in one block of time. When it is medically necessary or for a serious health condition, you may take up to 26 workweeks of FMLA leave in a single 12-month period to care for the service member.

**What are my FMLA leave options?** You are an eligible employee if all of the following apply: You work for a covered employer. You have worked for your employer for at least 12 months. You have at least 1,250 hours of service for your employer during the 12 months before you start your FMLA leave.

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## State Minimum Wage

Table with columns: Effective Date, Minimum Hourly Wage Rate, Tipped Employee, 85% \* Rate. Rows for February 21, 2025, January 1, 2026, and January 1, 2027.

The minimum hourly wage rate of an employee eligible to be considered tipped employee shall be 38% of the minimum hourly wage rate effective February 21, 2025, beginning January 1, 2026. It shall be 40% of the minimum hourly wage rate, beginning January 1, 2027. It shall be 46% of the minimum hourly wage rate, beginning January 1, 2028. It shall be 48% of the minimum hourly wage rate, beginning January 1, 2031 and thereafter, it shall be 52% of the minimum hourly wage rate.

**Enforcement** An employer may 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 employer may investigate and file civil action to collect unpaid wages or overtime due the employee and all employees of an establishment.

**Equal Pay** An employer shall not discriminate on the basis of sex by paying employees or persons who are less than the rate paid to employees of the opposite sex for equal work on similar 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.

**New Or Revised SDS** As Required by the Michigan Right to Know Law. WORKPLACE NEXT TO THE SAFETY DATA SHEETS (SDS) LOCATION POSTERS. NEW OR REVISED TITLE, RECEIPT DATE, POSTING DATE, LOCATION OF NEW OR REVISED SDS.

**USERRA** 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 Guard or the United States Coast Guard. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

**Resources for Michigan Veterans** Military Veterans Affairs Support, Michigan Department of Military and Veterans Affairs (DMVA). The DMVA offers and sustains military readjustment, care and advocates for veterans and their families.

**Earned Sick Time Act** Michigan Department of Labor and Economic Opportunity (LEO) Michigan Occupational Safety and Health Administration (MOSHA) Michigan Department of Education and Training Division (ED) (517) 284-7270. Paid in part with Federal OSHA funds under OSHA-CET 1106 (Revised 12/19). LEO is an equal opportunity employer/program.

**Unemployment Compensation** STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY. GRETCHEN WHITMER GOVERNOR, SUSAN R. CORBIN ACTING DIRECTOR. UNEMPLOYMENT COMPENSATION NOTICE TO EMPLOYEE.

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**Unemployment Benefits** Notice: To all Employees Covered by Michigan Employment Security Act. This employer is covered by the MICHIGAN EMPLOYMENT SECURITY ACT. Unemployment benefits are payable to qualified and eligible workers of this employer.

**Workers' Compensation** Michigan Workers' Disability Compensation Rights & Responsibilities. Each party involved in the workers' compensation system has rights and responsibilities that help ensure the successful application of the law, and ultimately a return to work for the employee.

**Whistleblowers' Protection** ATTENTION EMPLOYERS: The Michigan Whistleblowers' Protection Act (669 P.A. 1980) creates certain protections and obligations for employers and employees under Michigan law.

**Youth Employment Standards** STATE OF MICHIGAN - DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY. GRETCHEN WHITMER - GOVERNOR | SUSAN CORBIN - DIRECTOR. Informational Sheet: Youth Employment Standards Act of 1978, as amended.

**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.

**Emergency Notice** AMBULANCE, FIRE-RESCUE, HOSPITAL, ALTERNATE, OSHA, HAZARDOUS MATERIAL, PHYSICIAN, POLICE. Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.

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