

# **EMPLOYMENT** LAWS

## **POSTER COMPLIANCE DATE 01/2020**

In addition, an employer may not retaliate against anyone assisting in the

dependents for up to 24 months while in the military.

enforcement of USERRA rights, including testifying or making a statement in

connection with a proceeding under USERRA, even if that person has no service

If you leave your job to perform military service, you have the right to elect to

continue your existing employer-based health plan coverage for you and your

Even if you don't elect to continue coverage during your military service, you

have the right to be reinstated in your employer's health plan when you are

existing condition exclusions) except for service-connected illnesses or injuries.

(VETS) is authorized to investigate and resolve complaints of USERRA violations.

http://www.dol.gov/vets. An interactive online USERRA Advisor can be viewed

request that your case be referred to the Department of Justice or the Office of

If you file a complaint with VETS and VETS is unable to resolve it, you may

You may also bypass the VETS process and bring a civil action against an

http://www.dol.gov/vets/programs/userra/poster.htm. Federal law requires employers

requirement by displaying the text of this notice where they customarily place notices

The rights listed here may vary depending on the circumstances. The text of this

notice was prepared by VETS, and may be viewed on the internet at this address:

to notify employees of their rights under USERRA, and employers may meet this

reemployed, generally without any waiting periods or exclusions (e.g., pre-

The U.S. Department of Labor, Veterans Employment and Training Service

For assistance in filing a complaint, or for any other information on

USERRA, contact VETS at **1-866-4-USA-DOL** or visit its website at

# FEDERAL



**HEALTH INSURANCE PROTECTION** 

# FED EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

# FEDERAL MINIMUM WAGE **\$7.25 PER HOUR**

## **BEGINNING JULY 24, 2009**

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

#### **OVERTIME PAY**

At least 11/2 times the regular rate of pay for all hours worked over 40 in a workweek

#### 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 may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

#### **TIP CREDIT**

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference

#### **NURSING MOTHERS**

DEPARTMENT OF LABOR

MI

UNITED STATES OF AMERICA

**GRETCHEN WHITMER** 

GOVERNOR

Employees must be paid at least:

**Effective Date** 

January 1, 2018

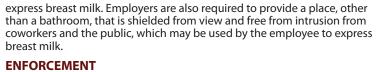
March 29, 2019

January 1, 2020\*

nuary 1 2021\*

of age and older.

The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to



The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA.

#### **ADDITIONAL INFORMATION**

- Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the
- Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers
- must comply with both.
- Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.
- Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

REV. 07/2016

JEFF DONOFRIO

DIRECTOR

85%\*\* Hourly Rate

\$7.86

\$8.03

8.20

\$8 39

1-866-487-9243

TTY: 1-877-889-5627

www.dol.gov/whd

Reported Average Hourly Tips

\$5.73

\$5.86

\$5.98

### **EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION 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

FED

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

### ENFORCEMENT

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.



# REV. 07/2016

**EMPLOYEE RIGHTS UNDER THE FAMILY AND** MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

### LEAVE ENTITLEMENTS

FED

- Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:
- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (leave must be taken within 1 year of the child's birth or placement);
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.
- An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.
- An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.
- Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an

YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

connection

**ENFORCEMENT** 

for employees.

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 to the uniformed services.

#### **REEMPLOYMENT RIGHTS**

FED

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and:

- you ensure that your employer receives advance written or verbal notice of vour service:
- you have five years or less of cumulative service in the uniformed services while with that particular employer;
  - you return to work or apply for reemployment in a timely manner after conclusion of service; and
- you have not been separated from service with a disqualifying discharge or under other than honorable conditions.
- If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

#### **RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION**

are a past or present member of the are obligated to serve in the uniformed uniformed service: service: have applied for membership in the uniformed service; or then an employer may not deny you: initial employment; promotion; or • any benefit of employment reemployment:

#### retention in employment; because of this status.

U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel Employer Support of the Guard and Reserve • 1-800-336-4590

and requests for or receipt of genetic services by Private Employers, State and Local applicants, employees, or their family members. RETALIATION

Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

# RACE, COLOR, RELIGION, SEX, NATIONAL

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, iob training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

FED

in the U.S. Government or Federal Government section. Additional information about EEOC, including Title I and Title V of the Americans with Disabilities information about charge filing, is ct of 1990, as amended, protect qualified individual www.eeoc.gov. from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, **Employers Holding Federal Contracts or** classification, referral, and other aspects of employment. Subcontracts Disability discrimination includes not making reasonable accommodation to the known physical or Applicants to and employees of companies with mental limitations of an otherwise qualified individual a Federal government contract or subcontract are with a disability who is an applicant or employee, protected under Federal law from discrimination on the barring undue hardship. following bases:

at http://www.dol.gov/elaws/userra.htm.

employer for violations of USERRA.

Special Counsel, as applicable, for representation.

## **Equal Employment Opportunity is THE LAW**

from retaliating against a person who files a charge

There are strict time limits for filing charges of

suspected:

employment discrimination. To preserve the ability of

EEOC to act on your behalf and to protect your right to

file a private lawsuit, should you ultimately need to, you

should contact EEOC promptly when discrimination is

The U.S. Equal Employment Opportunity Commission

(EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820

impairments). EEOC field office information is available

(toll-free TTY number for individuals with hearing

at www.eeoc.gov or in most telephone directories

Governments, Educational Institutions, Employment Agencies and Labor All of these Federal laws prohibit covered entities

of discrimination, participates in a discrimination

proceeding, or otherwise opposes an unlawful employment practice. WHAT TO DO IF YOU BELIEVE DISCRIMINATION **HAS OCCURRED** 

# ORIGIN

#### DISABILITY

and advance in employment disabled veterans, recently separated veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

REV. 04/2017

### RETALIATION

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact

immediatelv The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional

or district office, listed in most telephone directories

**Programs or Activities Receiving Federal** 

**Financial Assistance** 

Rights Act of 1964, as amended, prohibits discrimination

on the basis of race, color or national origin in programs

under U.S. Government, Department of Labor.

**RACE, COLOR, NATIONAL ORIGIN, SEX** 

In addition to the protections of Title VII of the Civil

discrimination on the basis of sex in educational

Section 504 of the Rehabilitation Act of 1973, as

with disabilities who, with or without reasonable

amended, prohibits employment discrimination on

the basis of disability in any program or activity which

eceives Federal financial assistance. Discrimination is

prohibited in all aspects of employment against persons

accommodation, can perform the essential functions of

financial assistance, you should immediately contact the

If you believe you have been discriminated against in

a program of any institution which receives Federal

Federal agency providing such assistance.

**INDIVIDUALS WITH DISABILITIES** 

programs or activities which receive Federal financial

Rights Act of 1964, as amended, Title VI of the Civil

#### \$3.75 \$6.12

WAGE AND HOUR DIVISION

UNITED STATES DEPARTMENT OF LABOR

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

Michigan Department of Labor and Economic Opportunity

Wage and Hour Division

PO Box 30476

Lansing, MI 48909-7976

**REQUIRED POSTER** 

**GENERAL REQUIREMENTS - MINIMUM WAGE and OVERTIME** 

Coverage

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

**Minimum Hourly Wage Rate** 

Minimum Hourly Rate

\$3.52

\$3.59

\$3.67

#### \*\* Minors 16-17 years of age may be paid 85% of the minimum hourly wage rate.

Minimum Hourly Wage Rate

\$9.25

\$9.45

\$9.65

\$9.87

**Training Wage** 

A training wage of \$4.25 per hour may be paid to employees 16 to 19 years of age for the first 90 days of employment.

#### Overtime

**Tipped Employee** 

Employees covered by the IWOWA must be paid 1-1/2 times their regular rate of pay for hours worked over 40 in a 7-day workweek. The following are exempt from overtime requirements: 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 in order 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 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

REV. 09/2019

LARA

DIRECTOR

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. 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.

#### THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

MI	
	Michigan Department of Licensing and Regulatory Affairs
	Wage and Hour Division
	PO Box 30476
	Lansing, MI 48909-7976
GRETCHEN WHITMER	REQUIRED POSTER

ORLENE HAWKS **GENERAL REQUIREMENTS – PAID MEDICAL LEAVE ACT\*** 

GOVERNOR

#### Coverage

The Paid Medical Leave Act, 2018 Public Act 338, as amended by 2018 Public Act 369, effective March 29, 2019, covers employers who employ 50 or more individuals. The act covers individuals engaged in service to an employer in the business of the employer and from whom an employer is required to withhold for federal income tax purposes. 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, 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, variable hour employees as defined by 26 CFR 54.4980H-1, employees covered by the 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 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 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 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 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 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:

- 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

accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

#### **BENEFITS & PROTECTIONS**

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or elated to the FMLA

### ELIGIBILITY REQUIREMENTS

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for at least 12 months;
- Have at least 1,250 hours of service in the 12 months before taking leave;\* and
- Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.
- \*Special "hours of service" requirements apply to airline flight crew employees.

#### **REQUESTING LEAVE**

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required

#### **EMPLOYER RESPONSIBILITIES**

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

#### **ENFORCEMENT**

DEPARTMENT OF LABOR

UNITED STATES OF

AMERICA

MI

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private awsuit against an employer.

The FMLA 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.

> For additional information or to file a complaint: 1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.dol.gov/whd

U.S. Department of Labor • Wage and Hour Division • WH1420

# **O**FFICE OF **C**AREER AND **T**ECHNICAL **E**DUCATION

P. O. Box 30712 • LANSING, MICHIGAN 48909 • 517-335-6041

Informational Sheet

Youth Employment Standards Act 90 of 1978, as amended

## **POSTING REQUIREMENT**

#### MCL 409.110 Minor under 16 years; days and hours of employment.

Sec. 10. A minor under 16 years shall not be employed in an occupation subject to this act for more than 6 days in 1 week, nor for a period longer than a weekly average of 8 hours per day or 48 hours in 1 week, nor more than 10 hours in 1 day. The minor shall not be employed between the hours 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 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.

If the minor is a student in school and school is in session, 24 hours in 1 week

older who is a student in school until 11:30 p.m. on any of the following days:

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

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

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

(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

(3) A person may employ a minor 16 years of age or older in farming operations involved in the production of seed

If a minor is a student in school, the period greater than the periods described in subsections (1) and (2) occurs when

The minor is employed for not more than 62 hours in any week. However, the employer shall not require

The agricultural processing employer maintains on file a written acknowledgment of the minor's parent or

or in agricultural processing for a period greater than the periods described in subsections (1) and (2) if all of the

the minor to work more than 48 hours during any week without the consent of the minor.

guardian consenting to the period of employment authorized under this subsection.

Sec. 11. (1) Except as provided in subsection (3), a person shall not employ a minor 16 years of age or older in an occupation subject to this act for more than any of the following periods:

- (a) Six days in 1 week.
- (b) An average of 8 hours per day in 1 week.
- Ten hours in 1 day.

following conditions are met:

(4) As used in this section:

school is not in session.

(a)

(c)

(a) On Fridays and Saturdays.

(b) During school vacation periods.

(e)

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

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

#### SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

#### GENETICS

MI

REV. 04/2016

**PROTECTIONS:** 

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history);

#### RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

or activities receiving Federal financial assistance. Executive Order 11246, as amended, prohibits job Employment discrimination is covered by Title VI if discrimination on the basis of race, color, religion, sex or the primary objective of the financial assistance is national origin, and requires affirmative action to ensure provision of employment, or where employment equality of opportunity in all aspects of employment. discrimination causes or may cause discrimination in providing services under such programs. Title IX of the **INDIVIDUALS WITH DISABILITIES** Education Amendments of 1972 prohibits employment

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring. promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. 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. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment gualified individuals with disabilities at all levels of employment, including the

#### **DISABLED, RECENTLY SEPARATED, OTHER** PROTECTED, AND ARMED FORCES SERVICE **MEDAL VETERANS**

The Vietnam Era Veterans' Readjustment Assistance EEOC 9/02 and OFCCP 8/08 Versions Useable With 11/09 Act of 1974, as amended, 38 U.S.C. 4212, prohibits job Supplemen discrimination and requires affirmative action to employ EEOC-P/E-1

the iob.

assistance.

REV. 11/2009

## **Attention Employees**

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

The Act does not diminish or impair either your rights

The Act does not require your employer to compensate

The Act does not protect you from disciplinary action

if you make a report to a public body that you know is

or the rights of your employer under any collective

you for your participation in a public hearing,

investigation, inquiry or court action.

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 or report a violation or a suspected violation of federal, state or local laws, rules or regulations 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

#### 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.

#### **ENFORCEMENT:**

false

**OBLIGATIONS:** 

bargaining agreement.

executive level.

Visit the Michigan Occupational Safety and Health Administration (MIOSHA) website at

If you believe that your employer has violated this Act you may bring civil action in circuit court within 90 days www.michigan.gov/miosha. of the alleged violation of the Act.

# 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 Licensing and Regulatory Affairs 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. hese provisions apply equally to employers and employees in either private industry or the public sector.

**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 Department of Licensing and Regulatory Affairs. 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 Licensing and Regulatory Affairs 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 Department of Licensing and Regulatory Affairs 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 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 Licensing and Regulatory Affairs 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.

The care of his or her child whose school or place of care has been closed by order of a public official due to a public health emergency The employee's or his or her family member's exposure to a communicable disease that would jeopardize the health of others as determined by health authorities or a health care provider

For domestic violence and sexual assault situations, employees may use paid medical leave for any of the following:

- Medical care or psychological or other counseling
- Receiving services from a victim services organization
- Relocation and obtaining legal services

MI

This employer is covered by the

MICHIGAN EMPLOYMENT SECURITY ACT

at michigan.gov/uia. Click on MiWAM for Workers.

Handbook for Unemployed Workers at michigan.gov/uia.

UNEMPLOYMENT INSURANCE AGENCY

DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY

File an unemployment claim online

become unemployed.

STATE OF MICHIGAN

disabilities

MI

Participation in civil or criminal proceedings related to or resulting from the domestic violence or sexual assault

#### **Employee Rights**

An employee may file a complaint with the Department of Licensing and Regulatory Affairs within 6 months of the alleged violation. LARA shall investigate a complaint and attempt mediation, where appropriate.

#### 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 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. \*For precise language of the statute, see Public Act 338 of 2018, as amended

> LARA 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

## REV. 01/2019

- "Agricultural processing" means the cleaning, sorting or packaging of fruits or vegetables.
  - "Farming operations involved in the production of seed" means farming activities and research involved ir (b) the production of seed, including plant detasseling, hand-pollination, roguing, or hoeing, and any other similar farming activity required for commercial seed production.

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, Imd. Eff. Oct. 18, 2011

#### MCL 409.112 Meal and rest period.

Sec. 12. A minor shall not be employed for more than 5 hours continuously without an interval of at least 30 minutes for a meal and rest period. An interval of less than 30 minutes shall not be considered to interrupt a continuous period of work.

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

Sec. 12a. A minor who would otherwise be permitted under this act to be employed in an occupation subject to this act shall not be employed in an occupation that involves a cash transaction subject to this act after sunset or 8 p.m., whichever is earlier, at a fixed location unless an employer or other employee 18 years of age or older is present at the fixed location during those hours.

#### 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

It is the policy of the Michigan Department of Education that no person on the basis of race, color, religion, national origin or ANCESTRY, AGE, SEX, GENDER, HEIGHT, WEIGHT, MARITAL STATUS, OR DISABILITY SHALL BE SUBJECTED TO DISCRIMINATION IN ANY PROGRAM, SERVICE, OR ACTIVITY FOR WHICH IT IS RESPONSIBLE, OR FOR WHICH IT RECEIVES FINANCIAL ASSISTANCE FROM THE U. S. DEPARTMENT OF EDUCATION. FOR FURTHER iformation, contact the Civil Rights Coordinator, Michigan Department of Education, Office of Career and Technical Education, P.O. Box 30712, Lansing, Michigan 48909. 517-241-2091

# 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 workplace.

Employees cannot be discharged or discriminated against for exercising their rights including the request for information on hazardous chemicals. Employees must be notified and given direction (by employer posting) for locating Safety Data Sheets and the receipt of new or revised SDS(s). When the employer has not provided a SDS, employees may request assistance in obtaining SDS from the:

MICHIGAN DEPARTMENT OF LICENSING AND **R**EGULATORY **A**FFAIRS MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION **GENERAL INDUSTRY SAFETY AND HEALTH** DIVISION (517) 284-7750

MIOSHA Michigan Occupational Safety and Health Administration

LARA Licensing and Regulatory Affairs Customer Driven. Business Minded.

SDS(s) For This Workplace Are Located At Location(s)

Location(s)

- **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 Licensing and Regulatory Affairs within 8 hours of any work-related fatality. Notification may be accomplished by calling 1-800-858-0397.
- Notify the Michigan Department of Licensing and Regulatory Affairs within 24 hours of all work-related inpatient hospitalizations, amputations and losses of an eye. Notification may be accomplished by calling 1-844-464-6742 (4MIOSHA).
- Make available to employees, for inspection and copying, all medical records and health data in the employer's possession pertaining to that employee.
- Afford an employee an opportunity with or without compensation to attend all meetings between the Department of Licensing and Regulatory Affairs 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:
- Comply with promulgated rules and standards and with orders issued 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 conducted by trained personnel. The Act requires that an employer representative and a representative of employees be given an opportunity to

accompany the department representative for the purpose of aiding in the inspection or investigation.

If a representative of employees does not participate, the department representative will consult with a number of employees concerning matters of safety or health in the place of employment.

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:**

DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS MICHIGAN OCCUPATIONAL SAFETY & HEALTH ADMINISTRATION 530 W. Allegan Street, Box 30643 LANSING, MICHIGAN 48909-8143 www.michigan.gov/miosha

MIOSHA Complaint Hotline	.1-800-866-4674
Fatality Hotline	.1-800-858-0397
MIOSHA Injuries/Illnesses Reporting	.1-844-464-6742
Consultation and Training Assistance	.1-517-284-7720

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!

MIOSHA Michigan Occupational Safety and Health Administration LARA

> Licensing and Regulatory Affairs Customer Driven. Business Minded.

The Department of Licensing and Regulatory Affairs will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, disability, or political beliefs. If you need assistance with reading, writing, hearing, etc., under the Americans with Disabilities Act, you may make your need known to this agency. MIOSHA/CET 2010

may file a complaint with reasonable accommodations are available upon request to individuals with the Michigan Department MICHIGAN DEPARTMENT of Civil Rights. **OF CIVIL RIGHTS** Call 1-800-482-3604 Video Phone: 313-437-7035 UIA 1710 www.michigan.gov/mdcr MI Post in a conspicuous place. REV. 12/2019 REV 02/2017 As Required by the Michigan Right To Know Law **New or Revised SDS Receipt Date** Posting Date Location of New or Revised SDS

New or Revised	Receipt Date	Posting Date	Location of New or Revised SDS
LARA Licensing and Regulatory Affa	irs Customer Driven. Business Minded	Ι.	
MIOSHA Michigan Occupational Saf	ety and Health Administration		

ΜΙ **MICHIGAN LAW** 

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

## **BASED ON**

religion, race, color, national origin, sex, disability, age<sup>1</sup>, marital status<sup>1</sup>, height<sup>2</sup>, weight<sup>2</sup>, arrest record<sup>2</sup>, genetic information<sup>2</sup>, and familial status<sup>3</sup>

Persons with disabilities needing accommodations for employment must notify their employers in writing within 182 days. <sup>1</sup> Under the education article, age and marital status

are prohibited considerations for admissions only <sup>2</sup> in employment only
<sup>3</sup> in housing only

If you think you have been **MDCR** discriminated against, you

UIA is an equal opportunity employer/program. Auxiliary aids, services and other

Michigan Department of Labor and Economic Opportunity Unemployment Insurance Agency; Authority: Michigan Administrative Code. Section R 421.105; Paid for with federal funds.

**Notice To All Employees:** 

Information about Unemployment Benefits

Unemployment benefits are payable to gualified and eligible workers of this

If you become unemployed, you can file your new unemployment claim or reopen

an established claim online through the Michigan Web Account Manager (MiWAM)

A claim for benefits begins the week it is filed. File your claim the first week you

For complete information about your benefit rights and responsibilities, review the

employer through Michigan's Unemployment Insurance Agency.

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

