STATE AND FEDERAL NOTICES EMPLOYMENT COMPLIANCE INFORMATION

Some laws may not apply to all employees of a state agency. An electronic version of this poster is available on the OSE intranet.

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.

and with safety and health standards.

The contents of this poster describe many important provisions of the Act. These 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

- 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
- calling 1-800-858-0397. 5. Notify the Michigan Department of Labor and Economic Opportunity within 24 hours of all work-related inpatient hospitalizations, amputations and

8 hours of any work-related fatality. Notification may be accomplished by

- 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. 7. Afford an employee an opportunity with or without compensation to attend
- 8. Give the representative of employees the opportunity to accompany the department during the inspection or investigation of a place of employment and 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 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 or harmful physical agents in concentrations or at levels which exceed those

EMPLOYEE REQUIREMENTS: MIOSHA requires that each employee: 1. Comply with promulgated rules and standards and with orders issued

2. 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

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 Lansing, Michigan 48909-8143 safety or health in the place of employment.

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 right to bring unsafe or unhealthful conditions to the attention of the department representative during the conduct of an inspection or investigation.

provisions apply equally to employers and employees in either private industry The Act provides that employees may not be discharged or in any manner discriminated against for filing a complaint or exercising any of their rights under the Act. An employee who believes he or she has been discriminated against may file a complaint with the Michigan Department of Labor and Economic Opportunity within 30 days of the alleged discrimination.

> The U.S. Department of Labor is monitoring the operation of the Michigan Occupational Safety and Health Administration (MIOSHA) to assure the effective administration of the state act. Any person may make a written complaint regarding the state administration of the state act directly to the Regional Office of OSHA, 230 South Dearborn, Chicago, Illinois 60604.

CITATIONS: If upon inspection or investigation the 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 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

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 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 Labor and Economic Opportunity offers limited on-site consultation assistance to employers to assist them in achieving compliance with occupational safety and health standards. Training specialists are available and can give advice on the correction of hazardous conditions and on the development of safety and health systems. Department staff are available to conduct seminars and training relative to occupational safety and health for both employer and employee groups. Requests for service should be addressed to the department at the address shown below.

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

Michigan Department of Labor and Economic Opportunity

MORE INFORMATION:

Michigan Occupational Safety and Health Administration 530 W. Allegan Street, P.O. Box 30643 www.michigan.gov/miosha

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!



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

LABOR & ECONOMIC **OPPORTUNITY**

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

MIOSHA/CET 2010 (06/21)

This Workplace Covered by the SDS(s) For This Workplace Are Right To Know Law Located At



STATE OF MICHIGAN

STATE ETHICS ACT

STANDARDS OF CONDUCT FOR PUBLIC OFFICERS AND EMPLOYEES The State Ethics Act prohibits unethical conduct by public officers and employees. The Act also establishes a State Board of Ethics and specifies

WHAT IS UNETHICAL CONDUCT? The State Ethics Act defines unethical conduct as a violation of one or more of seven standards

- A public officer or employee shall not divulge to an unauthorized person, confidential information acquired in the course of employment in
- advance of the time prescribed for its authorized release to the public A public officer or employee shall not represent his or her personal opinion as that of an agency. A public officer or employee shall use personnel resources, property, and funds under the officer or employee's official care and control
- judiciously and solely in accordance with prescribed constitutional, statutory, and regulatory procedures and not for personal gain or benefit. A public officer or employee shall not solicit or accept a gift or loan of money, goods, services, or other thing of value for the benefit of a person or organization, other than the state, which tends to influence the manner in which the public officer or employee or another public officer or
- employee performs official duties. A public officer or employee shall not engage in a business transaction in which the public officer or employee may profit from his or her official position or authority or benefit financially from confidential information which the public officer or employee has obtained or may obtain by reason of that position or authority. Instruction which is not done during regularly scheduled working hours except for annual leave or vacation time shall not be considered a business transaction pursuant to this subsection if the instructor does not have any direct dealing with or
- influence on the employing or contracting facility associated with his or her course of employment with this state. Except as provided in section 2a, a public officer or employee shall not engage in or accept employment or render services for a private or public interest when that employment or service is incompatible or in conflict with the discharge of the officer or employee's official duties or when that employment may tend to impair his or her independence of judgment or action in the performance of official duties.
- Except as provided in section 2a, a public officer or employee shall not participate in the negotiation or execution of contracts, making of loans, granting of subsidies, fixing of rates, issuance of permits or certificates, or other regulation or supervision relating to a business entity in which the public officer or employee has a financial or personal interest.

TO WHOM DOES THE ACT APPLY? The State Ethics Act applies to public officers and employees of state government. Employees are defined as an employee, classified or unclassified, of executive branch of this state. Public officers are defined as a person appointed by the governor or another executive department official. The Ac does NOT apply to persons in the legislative or judicial branches, to elected persons in the executive branch, or to other public governmental entities.

WHAT DOES THE STATE BOARD OF ETHICS DO? The board receives complaints concerning alleged unethical conduct by a public officer or employee from any person or entity, inquires into the circumstances surrounding the alleged unethical conduct, and makes recommendations concerning individual cases to the appointing authority with supervisory responsibility for the person whose activities have been investigated. The board also initiates investigations of practices that could affect ethical conduct of a public officer or employee. The board issues and publishes advisory opinions upon request from a public officer or employee or their appointing or supervisory authority relating to matters affecting ethical conduct of a public officer or employee.

FOR ADDITIONAL INFORMATION REGARDING THE BOARD'S RULES OF PRACTICE AND PROCEDURE OR TO OBTAIN A **Executive Secretary** State Board of Ethics P.O. Box 30002

Lansing, Michigan 48909 e-mail:ethicsboard@michigan.gov Phone: (517) 373-3644

visit: www.michigan.gov/mdcs.

Note: Section 2e of the Act requires departmental employers to post notices and use other appropriate means to keep employees informed of their protections and obligations under the Act.

Act 196 of 1973, as amended; MCL 15.341 et seq: MSA 4.1700(71) et seq.



BASED ON religion, race, color, national origin, sex, disability, age¹, marital status¹, height², weight² arrest record², genetic information², and familial status³

If you think you have been may file a complaint with the Michigan Department of Civil Rights. Call 1-800-482-3604 Video Phone: 313-437-7035

www.michigan.gov/mdcr

Your Employee Rights Under the Family and Medical Leave Act

What is FMLA leave?

Eligible employees can take **up to 12 workweeks** of FMLA leave n a 12-month period for: nity necessary or otherwise permitted, you may take FMLA leave ittently in separate blocks of time, or on a reduced schedule by a less hours each day or week Read Feat Shoot #2004/o) for a second of the second se

Am I eligible to take

FMLA leave? You are an eligible employee if all of the following apply You have at least 1,250 hours of service for your employer during the 12 months before your leave, and Airline flight crew employees have different "hours of service" You work for a covered employer if one of the following applies:

How do I request FMLA leave?





employer need to do? our **employer <u>cannot</u> interfere with your FMLA rights** or threater

How much of your requested leave, if any, will be FMLA-protected

Where can I find more information?

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.

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

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.

in the private sector, subject to restrictions, to certain prospective

in a workplace incident (theft, embezzlement, etc.) that resulted in

of pharmaceutical manufacturers, distributors and dispensers.

The Act permits polygraph (a kind of lie detector) tests to be administered

employees of security service firms (armored car, alarm, and guard), and

The Act also permits polygraph testing, subject to restrictions, of certain

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

employees of private firms who are reasonably suspected of involvement

PROHIBITIONS Employers are generally prohibited from requiring or requesting

rights under the Act.

economic loss to the employer.







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 not include executive, administrative, and protessional overtime exempt employees, employees covered by a private collective bargaining agreement that is in effect, employees of the United States government, 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 Rainway 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 12use 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 An employee may use paid medical leave as it is accrued except an employer may require an employee to wait until the 90° calendar day after commencing employment before using accrued paid medical leave jaid medical leave bus 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

• Closure 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

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 or domestic violence and sexual assault situations, employees may use paid medical leave for any of the Medical care or psychological or other counseling Receiving services from a victim services organization.
Relocation and obtaining legal services
Participation in civil or criminal proceedings related to or resulting from the domestic violence or sexual assault

 Participation in civil or criminal proceedings related to or resulting from the domestic violence or sexual assault
 Employee Rights
 An employee may file a complaint with the Department of Labor and Economic Opportunity (LEO) within 6 months of the alleged violation. LEO shall investigate a complaint 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 \$1,000.00. An employer who willingly violates the posting requirement is subject to an administrative fine of not more than \$1,000.00 for each separate violation. administrative fine of not more than \$100.00 for each popular in the mining y located the posting requirements and more than \$100.00 for each popular violation.

*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 request, to individuals with disabilities.

www.michigan.gov/wagehour * Toll Free 1-855-4Mi-VACE (1-855-464-9243)

WHO 9911 (Review 6 * 8/2021)

PROTECTIONS:

regulations to a public body.

under any collective bargaining agreement.

public body that you know is false.

a public hearing, investigation, inquiry or court action.

circuit court within 90 days of the alleged violation of the Act.

inquiry or court action.

OBLIGATIONS:

ENFORCEMENT:

PENALTIES:

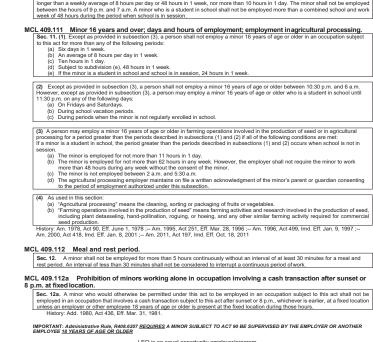
seed production. istory: Am. 1978, Act 90, Eff, June 1, 1978;— Am. 1995, Act 251, Eff. Mar. 28, 1996;— Am. 1996, Act 499, Imd. Eff. Jan. 9, 1997;— m. 2000, Act 418, Imd. Eff. Jan. 8, 2001;— Am. 2011, Act 197, Imd. Eff. Oct. 18, 2011 Unless an employer or other employee 18 years of age or older is present at the fixed location during those hours.

History: Add. 1980, Act 436, Eff. Mar. 31, 1981. IMPORTANT: Administrative Rule, R408.6207 <u>REQUIRES</u> A MINOR SUBJECT TO ACT 90 BE SUPERVISED BY THE EMPLOYER OR ANOTHER EMPLOYEE 19 YEARS OF AGE OR OLDER s, services and other reasonable accommodations are available, upon request, to individuals w 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 (1-855-464-924)) • (517) 284-7800 • FAX (517) 763-0110

www.michigan.gov/wagehour



RETCHEN WHITMER DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY SUSAN CORBIN DIRECTOR

What can You Do if You Believe Discrimination Visit an EEOC field office (information at www.eeoc.gov/field-office) E-Mail info@eeoc.gov Gender Identity, National Origin

Executive Order 11246, as amended, prohibits employment

PAID AT SUBMINIMUM WAGES

WORKERS WITH

KEY ELEMENTS OF

EXECUTIVE ORDER

EMPLOYEE RIGHTS FOR WORKERS WITH DISABILITIES

WIOA

CHILD LABOR PETITION PROCESS



The State of Michigan recognizes the need for each employee to work in a safe and healthy environment. It also recognizes that any improper use of controlled substances is not only a subject of great concern to our society, but also can significantly impact the workplace and provide a serious threat to public health, safety, and welfare. As an employer of more than 48,000 classified and unclassified employees and officials, Michigan has a drug-free policy by which all employees are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the workplace or while performing assigned activities. An employee or official who violates this prohibition will be subject to disciplinary action, up to and

The State of Michigan has also taken steps, consistent with law, to deter the incidence of illicit drug use among employees as one means of promoting a safe and productive workplace. These steps include educating employees about the dangers of such drug use, criminal penalties for certain types of controlled substances, and implementing mandatory drug and alcohol testing policies and programs. Such programs have been approved by the Michigan Civil Service Commission as the result of collective bargaining and through rule changes for non-exclusively

All State employees must (1) abide by the terms of this notice and (2) notify their supervisor and human resources office, in writing, of a conviction for a violation of a criminal drug statute occurring in the workplace, no later than five calendar days after such conviction. If the convicted employee is working under a federal agency's grant, that employee's department must notify the granting agency in writing within ten calendar days of receiving such notice from the employee or otherwise receiving actual notice of such conviction. This notification must include the employee's name, the position title, and the identification number of the affected grant.

In addition, within 30 calendar days of receiving notice of the conviction, the employee's department must do one of the following (1) take appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended, or (2) require the employee to participate satisfactorily in a drug-abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health.

law enforcement, or other appropriate agency In the spirit and letter of the law, we are renewing our commitment to these provisions which are consistent with negotiated labor contracts and civil service rules. These provisions apply to all classified and unclassified state employees and all non-elected officials in state departments.

Reissued August 5, 2020

Notice To All Employees: Information about Unemployment Benefits This employer is covered by the **MICHIGAN EMPLOYMENT SECURITY ACT** Unemployment benefits are payable to qualified and eligible workers of this employer through Michigan's Unemployment Insurance Agency. File an unemployment claim online If you become unemployed, you can file your new unemployment claim or reopen an established claim online through the Michigan Web Account Manager (MiWAM) at michigan.gov/uia. Click on MiWAM for Workers. A claim for benefits begins the week it is filed. File your claim the first For complete information about your benefit rights and responsibilities, review the Handbook for Unemployed Workers at michigan.gov/uia. **UNEMPLOYMENT INSURANCE AGENCY**



EMPLOYEE RIGHTS

UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE

STATE AND LOCAL GOVERNMENT EMPLOYEES **OVERTIME PAY** At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek Law enforcement and fire protection personnel: You may be paid overtime on the basis of

employees of legislative branches of State and local governments. Employees of legislative

Certain types of workers are exempt from the minimum wage and overtime pay provisions

libraries do not come within this exclusion and are thus covered by the Act.

a "work period" of between 7 and 28 consecutive days in length, rather than on a 40-hour COMPENSATORY Employees may receive compensatory time off instead of cash overtime pay, at a rate of not less than 11/2 hours for each overtime hour worked, where provided pursuant to an agreement or understanding that meets the requirements of the Act. The Act does not apply to persons who are not subject to the civil service laws of State or local governments and who are: elected public officials, certain immediate advisors to such officials certain individuals appointed or selected by such officials to serve in various capacities, or

agency employing less than 5 employees in law enforcement or fire protection activities is exempt from the overtime pay provisions. 16 years old is the minimum age for most occupations. An 18-year old minimum applies to hazardous occupations. Minors 14 and 15 years old may work outside school hours under certain conditions. For more information, visit the YouthRules! Web site at www.youthrules.dol.

damages in instances of minimum wage, overtime, and other violations. The Department may uantages in instances of minimum ways, overline, and outer 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

ENFORCEMENT The Department has authority to recover back wages and an equal amount in liquidated

 Some state laws provide greater employee protections; employers must comply with both. • Employees under 20 years of age may be paid a youth minimum wage of not less than \$4.25 an nour during their first 90 consecutive calendar days after initial employment by an employer. • Employers are required to display this poster where employees can readily see it. The law requires employers to display this poster where employees can readily see it.



Michigan Department of Labor and Economic Opportunity Wage and Hour Division LABOR & ECONOMIC
OPPORTUNITY PO Box 30476 Lansing, MI 48909-7976 REQUIRED POSTER SUSAN CORBIN 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 of age and older. Employees must be paid at least: Minimum Hourly Wage 85%** Rate Minimum Hourly Rate Reported Average Hourly Tips \$9.65* \$3.67 \$5.98 \$8.20 January 1, 2021 January 1, 2022 \$9.87* \$3.75 \$6.12 \$8.39 \$8.59 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 sureau 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 owing 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 le:

**Minors 16-17 years of age may be paid 85% of the minimum hourly wage rate. A training wage of \$4.25 per hour may be paid to employees 16 to 19 years of age for the first 90 calendar days of employment. Employees covered by the IWOWA must be paid 1-1/2 times their regular rate of pay for hours worked over 40 in a 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. 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

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. 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

LEO is an equal opportunity employer/program.

Auxiliary aids, services and other reasonable accommodations are available, upon request, to individuals with disabilities.

www.michiqan.gov/wagehour + 701 Free 1-855-4MI-WAGE (1-855-464-9243)

WHD 9904 (Revised * 12/2021)

EXAMINEE

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.











This poster is provided as a courtesy of the Michigan Occupational Safety and Health Administration (MIOSHA). Visit our website at www.michigan.gov/miosha.

ATTENTION EMPLOYEES

The Michigan Whistleblowers' Protection Act (469 P .A. 1980) creates certain

protections and obligations for employees and employers under Michigan law.

It is illegal for employers in Michigan to discharge, threaten or otherwise

It is illegal for employers in Michigan to discharge, threaten or otherwise

The Act does not diminish or impair either your rights or the rights of your employer

The Act does not require your employer to compensate you for your participation in

The Act does not protect you from disciplinary action if you make a report to a

If you believe that your employer has violated this Act you may bring civil action in

discriminate against you regarding your compensation, terms, conditions, location or

privileges of employment because you take part in a public hearing, investigation,

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

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.

GRETCHEN WHITMER

GOVERNOR