in a union

Religion

National origin

or gender identity)

Age (40 and older)

Vhat Organizations are Covered

State and local governments (as employers)

What Types of Employment Discrimination are

Under the EEOC's laws, an employer may not

discriminate against you, regardless of your mmigration status, on the bases of:

medical conditions, sexual orientation,

opportunity in all aspects of employment.

compensation of other applicants or employees.

all levels of employment, including the executive level.

Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin

ability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified

Number of Employees

to permit an employee to use more than 72 hours of paid earned sick time in a single year.

An employer shall permit an employee to use the earned sick time accrued for any of the following:

ndividuals with disabilities from discrimination in hiring, promotion, discharge, pay,

Educational institutions (as employers)

Most private employers

Staffing agencies

MICHIGAN & FEDERAL LABOR LAW POSTER

WHISTLEBLOWER PROTECTION ACT

ATTENTION EMPLOYEES

The Michigan Whistleblowers' Protection Act (469 P.A. 1980) creates certain protections and obligations for employees and employers under Michigan law. PROTECTIONS: It is illegal for employers in Michigan to discharge, threaten or otherwise inquiry, or court action. The Act does not protect you from disciplinary action if you discriminate against you regarding your compensation, terms, conditions, location or make a report to a public body that you know is false. about to report a violation or a suspected violation of federal, state or local laws, rules or civil action in circuit court within 90 days of the alleged violation of the Act nvestigation, inquiry or court action.

your employer under any collective bargaining agreement. The Act does not require to the complainant if the court believes such an award is appropriate. your employer to compensate you for your participation in a public hearing, investigation,

privileges of employment because you or a person acting on your behalf reports or is **ENFORCEMENT:** If you believe that your employer has violated this Act you may bring regulations to a public body. It is illegal for employers in Michigan to discharge, threaten PENALTIES: Persons found in violation of this Act may be subject to a civil fine of up to or otherwise discriminate against you regarding your compensation, terms, conditions, \$500.00. If your employer has violated this Act the court can order your reinstatement location or privileges of employment because you take part in a public hearing, 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 **OBLIGATIONS:** The Act does not diminish or impair either your rights or the rights of a portion of the costs of litigation, including reasonable attorney fees and witness fees

This poster is provided as a courtesy of the Michigan Occupational Safety and Health Administration (MIOSHA). MIOSHA does not enforce the Michigan Whistleblowers' Protection Act (469 P.A.1980)

Visit our website at www.michigan.gov/miosha for additional information.

MICHIGAN MINIMUM WAGE



Effective Date

February 21, 2025

January 1, 2026

January 1, 2027

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**

LABOR & ECONO!

OPPORTUNITY SUSAN CORBIN

\$11.67

\$12.75

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.

	Minimum Hourly Wage Rate		
linimum Hourly Wage Rate	Tipped Employee		85%** Rate
	Minimum Hourly Rate	Reported Average Hourly Tips	. 05% Nate
\$12.48	\$4.74	\$7.74	\$10.61

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 42% of the minimum hourly wage rate; beginning January 1, 2028, it shall be 44% of the minimum hourly wage rate; beginning January 1, 2029, it shall be 46% of the minimum hourly wage rate; beginning January 1, 2030, it shall be 48% of the minimum hourly wage rate; and beginning January 1, 2031 and thereafter, it shall be 50% of the minimum hourly wage rate.

85% Rate - Minors under the age of 18 may be paid 85% of the minimum hourly wage rate.

Minimum Hou

Training Wage - A training wage of \$4.25 per hour may be paid to employees under 20 years of age for the first 90 calendar days of employment. Overtime - 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. Public sector and certain private sector employers not covered by the FLSA may be able to use compensatory time in lieu of overtime under specific provision. Public sector and certain private sector employers not covered by the FLSA may be able to use compensatory time in lieu of overtime under specific provision.

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

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 and/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 and/or overtime. A civil fine of \$2,500 can be assessed to an employer wo does not pay minimum wage to tipped employees. 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 (Revised • 2/2025)

RIGHT TO KNOW LAW

This Workplace Covered by the **Michigan Right To Know Law**

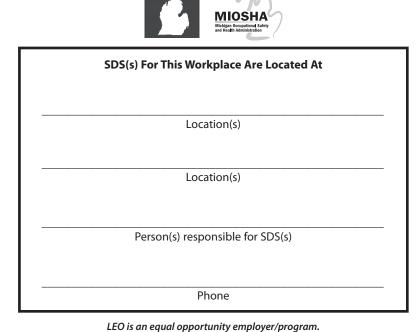
Employers must make available for employees in a readily accessible manner, Safety Data Sheets (SDS) for those hazardous chemicals in their workplace. Employees cannot be discharged or discriminated against for

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

When the employer has not provided a SDS, employees may request assistance in obtaining SDS from the: Michigan Department of Labor and Economic Opportunity (LEO)

Michigan Occupational Safety and Health Administration General Industry Safety and Health Division (517) 284-7750 Construction Safety and Health Division and Asbestos Licensing (517) 284-7680 www.michigan.gov/miosha MIOSHA/CET #2105 (Rev. 12/19)



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

New or Revised Receipt Date Posting Date Locations of New or Revised SDS

Michigan Department of Labor and Economic Opportunity (LEO) Michigan Occupational Safety and Health Administration Consultation Education and Training Division (517) 284-7720

Paid in part with Federal OSHA funds. MIOSHA/CET #2106 (Revised 12/19) LEO is an equal opportunity employer/program



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 Michigan

which may present an immediate danger, the Department should be

upon the request of the employee. Employees also have the right to bring

representative during the conduct of an inspection or investigation.

unsafe or unhealthful conditions to the attention of the department

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

The U.S. Department of Labor is monitoring the operation of the

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,

CITATIONS: If upon inspection or investigation the Michigan

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

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

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

VOLUNTARY ACTIVITY & COMPLIANCE ASSISTANCE: The act

encourages employers and employees to reduce workplace hazards

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

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

and is punishable by imprisonment for up to three years.

department at the address shown below.

530 W. Allegan Street, P.O. Box 30643

Lansing, Michigan 48909-8143

www.michigan.gov/miosha

MORE INFORMATION:

Michigan Plan for Occupational Safety and Health.

Michigan Department of Labor and Economic Opportunity

Michigan Occupational Safety and Health Administration

Michigan Occupational Safety and Health Administration (MIOSHA) to



ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

For information, please contact

The Office of Special Counsel for Immigration Related Unfair Employment Practices Office at 800-255-7688.

OCCUPATIONAL SAFETY AND HEALTH PROTECTION

MICHIGAN SAFETY AND HEALTH

PROTECTION ON THE JOB

alleged discrimination.

Chicago, Illinois 60604.

corrected, whichever is later.

response to an employer appeal.

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 Department of Labor and Economic Opportunity. If a condition exists state plan approved in September 1973 by the U.S. Department of Labor, the Michigan Department of Labor and Economic Opportunity notified in the most expedient manner without regard to a written notice. is responsible for administering the Act. Department representatives The names of complainants will be kept confidential and not revealed 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. These provisions apply equally to employers and employees in either private industry or the public sector.

EMPLOYER REQUIREMENTS: MIOSHA requires that each employer: 1. Furnish to each employee employment and a place of employment which is free from recognized hazards that are causing or are likely to cause death or serious physical harm to the employee.

2. Comply with promulgated rules and standards and with orders issued pursuant to the Act.

3. Post this and other notices and use other appropriate measures to keep his or her employees informed of their protection and obligations under the Act, including the provisions of applicable rules and standards.

1. Notify the Michigan Department of Labor and Economic Opportunity within 8 hours of any work-related fatality. Notification may be accomplished by calling 1-800-858-0397. 5. Notify the Michigan Department of Labor and Economic Opportunity

within 24 hours of all work-related inpatient hospitalizations. amputations and losses of an eye. Notification may be accomplished by calling 844-464-6742 (4MIOSHA).

5. Make available to employees, for inspection and copying, all medical records and health data in the employer's possession pertaining to

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 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.

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 prescribed by a MIOSHA standard.

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

issued pursuant to the Act. 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 by any other person.

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

INSPECTIONS/INVESTIGATIONS: Inspections and investigations are

representative will consult with a number of employees concerning matters of safety or health in the place of employment.

MIOSHA

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!

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

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



MICHIGAN DEPARTMENT OF LABOR & ECONOMIC

MIOSHA/CET 2010 (06/21)

EMPLOYEE POLYGRAPH PROTECTION ACT

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT

using lie detector tests either for pre-employment screening or during the course PROHIBITIONS Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

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 rmits 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 agreeme which is more restrictive with respect to lie detector tests.

The Employee Polygraph Protection Act prohibits most private employers from 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

> > www.dol.gov/agencies/whd

AND JOB APPLICANTS CAN READILY SEE IT. WAGE AND HOUR DIVISION DEPARTMENT OF LABOR 1-866-487-9243

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

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

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

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 your 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 If you: • are a past or present member of the uniformed service; • have applied for membership in the uniformed service; or • are obligated to serve in the uniformed service; then an employer may not deny you: • initial employment; • reemployment; • retention in employment; • promotion; or • any benefit of employment, because of this status. In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no

• 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 dependents for up to 24 months while in the military. 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 reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or

(VETS) is authorized to investigate and resolve complaints of USERRA 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 https://www.dol. gov/agencies/vets/. An interactive online USERRA Advisor can be viewed https://webapps.dol.gov/elaws/vets/userra If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office

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

• You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA. Publication Date — May 2022 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

of Special Counsel, as applicable, for representation.

address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees. 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

WORKERS' COMPENSATION

LABOR AND ECONOMIC OPPORTUNITY

Workers' Disability Compensation Agency **Employees -- Know Your Rights!**

State of Michigan

Remember - It is important to report your injury to your employer. You are entitled to reasonable and necessary medical care for work-related injuries or diseases. Employers or their insurance carriers are required by law

to provide these services. During the first 28 days of treatment, your employer has the right to choose the physician. After 28 days you are free to change physicians, but you must notify your employer of the change. If you receive treatment from a physician of your choice, you shall obtain and promptly your employer refuses to provide medical care, you should contact Michigan's Workers' Disability Compensation Agency at its toll-free telephone number: 1-888-396-5041. You should not receive a bill from a health care provider for treatment of a covered work-related injury or illness. If you do receive such a bill, you should

You are entitled to weekly workers' compensation benefits if you suffer a wage loss for more than seven consecutive days. These benefits may be claimed as long as a disability and wage loss continue. Generally, the benefit rate is 80% of your after-tax average weekly wage, subject to a maximum rate.

If you are unable to perform the work that you have done previously, you are entitled to vocational rehabilitation. The number one goal is your return to work with your employer. If you cannot do this or require assistance in finding a new job, vocational rehabilitation services can help. *To be completed by the employer*

Employer Name

Employer Contact Person and Telephone Number

Workers' Compensation Insurance Carrier Name If you have questions, please call the State of Michigan Workers' Disability Compensation Agency Toll-free 1-888-396-5041 Additional information is on the agency's website at http://michigan.gov/wdca.

EMPLOYER: PLEASE POST THIS NOTICE FOR YOUR EMPLOYEES TO SEE! WC-PUB-005 (8/19)

PAYDAY NOTICE

Regular Paydays for Employees of

(Company Name) Shall be as follows:

Bi-Weekly

Income Tax Credit for Property Tax Paid

VETERANS BENEFITS

Resources for Michigan Veterans Military & Veterans Affairs Support

Michigan Department of Military and Veterans Affairs (DMVA) The DMVA grows and sustains military readiness, cares and advocates for veterans, and develops purposeful partnerships. k www.michigan.gov/DMVA Veteran Issues and Assistance: 800-MICH-VET Military and Veterans Crisis Line: 800-273-TALK r Freedom of Information Act (FOIA) Requests: 517-481-7646 ★ Michigan Rapids ID Card: 517-481-9874 ★ Michigan Veteran Homes at Chesterfield To Michigan Veteran Homes D.J. Jacobetti (Marquette): 906-226-3576 ★ Michigan Veteran Homes at Grand Rapids: 616-364-5300

Mental Health & Substance Abuse Services

Confidential crisis support for veterans and their loved ones. Contact the Veterans Crisis Line: ★ Text 838255 ★ Chat online: www.veteranscrisisline.net/chat ★ Call TTY at **800-799-4889** for those with hearing loss VA Medical Centers

Five VHA Medical Centers in Michigan provide a wide range of healthcare services. ★ www.saginaw.va.gov ★ www.detroit.va.aov k www.annarbor.va.gov/

ovides assistance and resources to women veterans and their families.

* www.ronmountain.va.gov/ Staff Sergeant Parker Gordon Fox Suicide Prevention Grant Program supporting the mental wellness of Michigan veterans and their family members. ★ 800-642-4838 or visit Michigan.gov/SSGFox Vet Center Hotline free, around the clock confidential call center for veterans, service members and * 877-WAR-VETS (877-927-8387)

***** 855-829-6636 Michigan Department of Health and Human Services Warmline: 888-733-7753 ovides support to family members and friends who want to help the Veterans in their lives deal with substance abuse or mental health issues.

★ 888-823-7458 or visit www.mirecc.va.gov/coaching/ Men's mental health resources - destignatizing mental health through humor. straightshooting and practical tools. * mantherapy.org
Veterans Affairs Support
U.S. Department of Veterans Affairs (VA)

A provides lifelong healthcare services to eligible military veterans through 170 medical centers and outpatient clinics located throughout the county. MyVA411 main information line: 800-698-2411 Telecommunications Relay Services (using TTY): 711 ★ VA benefits hotline: **800-827-1000**

National Call Center for Homeless Veterans: 877-424-3838 ★ VA health benefits hotline: 877-222-8387 ★ My HealtheVet help desk: 877-327-0022

Education, Workforce & Job Training Resources Veterans and eligible spouses receive Priority of Service in obtaining employment and training services. ★ 800-285-WORKS (9675) or visit MichiganWorks.org Pure Michigan Talent Connect Veterans receive first access to positions posted on Michigan's official jobs site. * www.mitalent.org/ Map your future using Michigan's free career exploration tool Veterans' Employment Services A team of "veterans helping veterans" secure meaningful careers in Michigan. Michigan Department of Labor and Economic Opportunity The Office of Employment and Training develops customized workforce solutions for businesses and individuals, including those with disabilities. * www.michigan.gov/leo/employment-and-training Tax Benefits Military Pay Exemption Active-duty military pay and military retirement benefits are exempt from Michigan

Disabled veterans or their surviving spouses may be eligible for an income tax credit for property tax paid. **Disabled Veterans' Property Tax Exemption** Qualified veterans with a service-connected disability may be eligible for a reduction in their property tax liability. *www.michigan.gov/taxes/property/ind-exempt-defer/property-taxinformation-for-veterans-and-military-person Military and Veteran Plate/ID Options Add a veteran designation to a Michigan driver's license or official state personal identification card by visiting any Secretary of State office. * www.michigan.gov/sos/faqs/license-and-id/veteran-desig Order a new or rep

*www.michigan.gov/sos/vehicle/license-plates/miltary-and-veteran plate-options
Unemployment Benefits Michigan Unemployment Insurance Agency UIA administers Michigan's unemployment insurance program, providing temporary financial assistance to individuals who become unemployed through no fault of their own. * 866-500-0017 (Monday-Friday, 8 a.m. to 4:30 p.m.)

★ MARVIN: 866-638-3993 to certify for benefit payments Uniformed Services Employment and Reemployment Rights Act (USERRA)
Veterans' Employment and Training Service (VETS) assists those experiencing service ★ 866-4-USA-DOL (866-487-2365)

> **EMPLOYMENT** LABOR & ECONOMIC

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

OVERTIME PAY At least 1 ½ times your regular rate of pay for all hours worked over 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 nonmanufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment

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

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. PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk. ENFORCEMENT The Department has authority to recover back wages and an equa

amount in liquidated damages in instances of minimum wage, overtime, and other

violations. The Department may litigate and/or recommend criminal prosecution.

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

Employers may be assessed civil money penalties for each willful or repeated

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.

Certain occupations and establishments are exempt from the minimum wage,

and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirements. 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 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 Departmen



that results in the death or serious injury of any minor employee, and such FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that your employer so they can determine whether the leave qualifies for FMLA provides eligible employees with **job-protected leave** for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD)

The birth, adoption or foster placement of a child with you, Your serious mental or physical health condition that makes you unable to work. To care for your spouse, child or parent with a serious mental or physical health Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemembe n eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness <u>may</u> take up to 26 workweeks of FMLA leave in a single 12-month period to care for the servicemember. You have the right to use FMLA leave in one block of time. When it is medically

Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period

necessary or otherwise permitted, you may take FMLA leave **intermittently in** separate blocks of time, or on a reduced schedule by working less hours each day week. Read Fact Sheet #28M(c) for more informatio FMLA leave is **not paid leave**, but you may choose, or be required by your employer to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave **Am I eligible to take FMLA leave?** You are an **eligible employee** if <u>all</u> of the llowing apply: You have worked for your employer at least 12 months,

You have at least 1,250 hours of service for your employer during the 12 months Your employer has at least 50 employees within 75 miles of your work location. Airline flight crew employees have different "hours of service" requirements. You work for a covered employer if one of the following applies: You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year, You work for an elementary or public or private secondary school, or You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management. ow do I request FMLA leave? Generally, to request FMLA leave you must:

our WHD complaint process. Follow your employer's normal policies for requesting leave, Give notice at least 30 days before your need for FMLA leave, or If advance notice is not possible, give notice as soon as possible You **do not** have to share a medical diagnosis but must provide enough information

protection. You must also inform your employer if FMLA leave was previously taken or approved for the same reason when requesting additional leave. our employer may request certification from a health care provider to verify medical leave and may request certification of a qualifying exigency.

The FMLA does not affect any federal or state law prohibiting discrimination of supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights. tate employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain sional employees are also covered by the law but are subject to the irisdiction of the U.S. Office of Personnel Management or Congress What does my employer need to do? If you are eligible for FMLA leave, you employer must: Allow you to take job-protected time off work for a qualifying reason, tinue your group health plan coverage while you are on leave on the same basi as if you had not taken leave, and Allow you to return to the same job, or a virtually identical job with the same pay benefits and other working conditions, including shift and location, at the end of

Your **employer <u>cannot</u> interfere with your FMLA rights** or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation. r becoming aware that your need for leave is for a reason that may qualify under the FMLA, your **employer <u>must</u> confirm whether you are eligible** or not eligible for FMLA leave. If your employer determines that you are eligible, your **employer** <u>must</u> notify you in writing: About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected leave.
 Where can I find more information? Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

WAGE AND HOUR DIVISION F LABOR WH1420 REV 04/23

Scan the QR code to learn about

SCAN ME

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court.

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

• Retaliation for filing a charge, reasonably opposing Employees (current and former), including managers lawsuit, investigation, or proceeding and temporary employees Interference, coercion, or threats related to Job applicants Union members and applicants for membership

> All aspects of employment, including: • Discharge, firing, or lay-off Harassment (including unwelcome verbal or physical conduct) Hiring or promotion Assignment Pay (unequal wages or compensation) • Failure to provide reasonable accommodation for a

disability; pregnancy, childbirth, or related medical condition; or a sincerely-held religious belief, observance or practice Benefits Job training Classification Referral

Sex (including pregnancy, childbirth, and related Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employees

 Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding

Executive Order 11246, as amended, prohibits employment discrimination by **Retaliation** Retaliation is prohibited against a person who files a complaint Federal contractors based on race, color, religion, sex, sexual orientation, gender of discrimination, participates in an OFCCP proceeding, or otherwise opposes identity, or national origin, and requires affirmative action to ensure equality of discrimination by Federal contractors under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action sking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, obligations under OFCCP's authorities should contact immediately: protects applicants and employees of Federal contractors from discrimination The Office of Federal Contract Compliance Programs (OFCCP) pased on inquiring about, disclosing, or discussing their compensation or the

U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free

ringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

ace, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as lights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, amended, prohibits employment discrimination on the basis of disability in any prohibits discrimination on the basis of race, color or national origin in programs program or activity which receives Federal financial assistance. Discrimination or activities receiving Federal financial assistance. Employment discrimination is is prohibited in all aspects of employment against persons with disabilities who, covered by Title VI if the primary objective of the financial assistance is provision with or without reasonable accommodation, can perform the essential functions employment, or where employment discrimination causes or may cause of the job. If you believe you have been discriminated against in a program of any liscrimination in providing services under such programs. Title IX of the Education institution which receives Federal financial assistance, you should immediately Amendments of 1972 prohibits employment discrimination on the basis of sex in contact the Federal agency providing such assistance.

Michigan Department of Labor and Economic Opportunity

PO Box 30476, Lansing, MI 48909-7976 REQUIRED POSTER | GENERAL REQUIREMENTS – EARNED SICK TIME ACT*

Earned Sick Time Accrua

Minimum Accrual Rate

10 or fewer employees 40 hours in a year 1 hour for every 30 hours 11 or more employees 1 hour for every 30 hours 72 hours in a year Determined by Employer written policy earned sick time may be carried over from year to year or paid out. A business with 10 or fewer employees is not required to permit an employee to use more than 40 hours of paid earned sick time in a single year, employers with 11 or more employees are not required

An employee may use accrued earned sick time as it is accrued. Newly hired employees may be subject to a 120 day wait period for use An employer is in compliance with the act if it provides any paid leave in at least the same amounts as that provided under this act that may be used for the same purposes and under the same conditions provided in this act and that is accrued at a rate equal to or greater than the rate described in subsections (1) and (2) of Section 3 of the act. Paid leave includes, but is not limited to, paid vacation days, personal days, and paid time off. **Earned Sick Time Uses**

The employee's or the employee's family member's mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the employee's mental or physical illness, injury, or health condition; or preventative medical care for the employee. If the employee or the employee's family member is a victim of domestic violence or sexual assault, for medical care or psychological or other counseling for physical or psychological injury or disability; to obtain services from a victim services organization; to relocate due to domestic violence or sexual assault; to obtain legal services; or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault. For meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child; or

Exercise of Rights An employer or any other person shall not interfere with, restrain, or deny the exercise of, or the attempt to exercise, any right protected under this act.

act. "Retaliatory personnel action" means any of the following: ■ Denial of any right guaranteed under this act. A threat, discharge, suspension, demotion, reduction of hours, or other adverse action against an employee or former employee for exercise of a right guaranteed under this act.

Sanctions against an employee who is a recipient of public benefits for exercise of a right guaranteed under this act. Interference with, or punishment for, an individual's participation in any manner in an investigation, proceeding, or hearing under this act. An employer's absence control policy must not treat earned sick time taken under this act as an absence that may lead to or result in retaliatory personnel action.

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

CHILD LABOR LAWS

A minor under 16 years shall not be employed in an occupation subject to minor who is a student in school shall not be employed more than a combined commercial seed production. school and work week of 48 hours during the period when school is in session.

may file a complaint with the Wage & Hour Division.

GRETCHEN WHITMER

employment in agricultural processing.

Sec. 11. (1) Except as provided in subsection (3), a person shall not employ a minor 16 years of age or older in an occupation subject to this act for more than any of the following periods: (a) Six days in 1 week. (b) An average of 8 hours per day in 1 week. (c) Ten hours in 1 day. (d) Subject to subdivision (e), 48 of less than 30 minutes shall not be considered to interrupt a continuous hours in 1 week. (e) If the minor is a student in school and school is in session, 24 hours in 1 week. (2) Except as provided in subsection (3), a person shall not employ a minor

16 years of age or older between 10:30 p.m. and 6 a.m. However, except as provided in subsection (3), a person may employ a minor 16 years of age or older who is a student in school until 11:30 p.m. on any of the following days:(a) periods when the minor is not regularly enrolled in school. (3) A person may employ a minor 16 years of age or older in farming operations involved in the production of seed or in agricultural processing for a period greater than the periods described in subsections (1) and (2)

all of the following conditions are met: If a minor is a student in school. the period greater than the periods described in subsections (1) and (2) occurs when school is not insession.(a) The minor is employed for not more than 11 hours in 1 day. (b) The minor is employed for not more than 62 hours in any week. However, the employer shall not require the minor to work more than 48 hours during any week without the consent of the minor. (c) The minor is not employed between 2 a.m. and 5:30 a.m. (d) The agricultural processing employer maintains on file a written acknowledgment of the minor's parent or guardian consenting to the period of employment authorized under this subsection.

STATE OF MICHIGAN

sorting or packaging of fruits or vegetables. (b) "Farming operations involved this act for more than 6 days in 1 week, nor for a period longer than a weekly in the production of seed" means farming activities and research involved average of 8 hours per day or 48 hours in 1 week, nor more than 10 hours in 1 in the production of seed, including plant detasseling, hand-pollination, day. The minor shall not be employed between the hours of 9 p.m. and 7 a.m. A roguing, or hoeing, and any other similar farming activity required for

MCL 409.111 Minor 16 years and over; days and hours of employment; Jan. 8, 2001 :-- Am. 2011, Act 197, Imd. Eff. Oct. 18, 2011 MCL 409.112 Meal and rest period. without an interval of at least 30 minutes for a meal andrest period. An interval

period of work MCL 409.112a Prohibition of minors working alone in occupation involving a cash transaction after sunset or 8 p.m. at fixed location. **Sec. 12a.** A minor who would otherwise be permitted under this act to be employed in an occupation subject to this act shall not beemployed in an occupation that involves a cash transaction subject to this act after sunset or 8 On Fridays and Saturdays. (b) During school vacation periods. (c) During 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.

> **IMPORTANT:** Administrative Rule, R408.6207 <u>REQUIRES</u> A MINOR SUBJECT TO ACT 90 BE SUPERVISED BY THE EMPLOYER OR ANOTHER EMPLOYEE <u>18 YEARS</u> OF AGE OR OLDER LFO is an equal opportunity employer/program.

upon request, to individuals with disabilities. WAGE AND HOUR DIVISION P.O. Box 30476 • Lansing, Michigan 48909-7976 **OVERNIGHT MAIL ADDRESS: 2407 N. GRAND RIVER • LANSING, MICHIGAN 48906** Toll Free: 1-855-4MI-WAGE (1-855-464-9243 • (517) 284-7800 • FAX (517) 763-0110

WITHHOLDING STATUS

YOU MAY NEED TO CHECK YOUR WITHHOLDING Now is the time to check your withholding. For more details, get

Since you last filed form W-4 with your employer did you... Marry or divorce? Gain or lose a dependent?

of Form W-4 or call the IRS at 1-800-829-3676.

Change your name?

Were there major changes to... Your nonwage income (interest, dividends, capital gains, etc.)? • Your family wage income (you or your spouse started or ended a job)? Your itemized deductions?

Your tax credits? If you can answer "YES"... To any of these questions or you owed extra tax when you filed your last return, you may need to file a new form W-4. See your employer for a copy Department of the Treasury

Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at www.irs.gov/individuals on the IRS web site.

Employer: Please post or publish this Bulletin Board Poster so that your employees will see it. Please indicate where they can get forms and information on this subject.

DISCRIMINATION

MICHIGAN LAW PROHIBITS DISCRIMINATION

IN EMPLOYMENT, EDUCATION, HOUSING, PUBLIC ACCOMMODATION, LAW ENFORCEMENT OR PUBLIC SERVICE

BASED ON

religion, race (including hair texture and protective hairstyles), color, national origin, sex, disability, sexual orientation, gender identity or expression, age¹, marital status¹, height², weight², arrest record², genetic information², and familial status³ Persons with disabilities needing accommodations for employment

must notify their employers in writing within 182 days. ¹ Under the education article, age and marital status are prohibited considerations for admissions only ² in employment only ³ in housing only

UNEMPLOYMENT INSURANCE

Information about Unemployment Benefits

MICHIGAN EMPLOYMENT SECURITY ACT Unemployment benefits are payable to qualified and eligible workers of this employer through Michigan's Unemployment Insurance Agency.

If you think you have been **discriminated** against, you may file a

omplaint with the Michigan Department of Civil Rights.

Call 1-800-482-3604 | Video Phone: 313-437-7035

www.michigan.gov/mdcr

This employer is covered by the

STATE OF MICHIGAN

DEPARTMENT OF LABOR AND

ECONOMIC OPPORTUNITY

File an unemployment claim online

(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 week you become unemployed. For complete information about your benefit rights and responsibilities, eview the Handbook for Unemployed Workers at michigan.gov/uia.

UNEMPLOYMENT INSURANCE AGENCY UIA is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities. Michigan Department of Labor and Economic Opportunity

Genetic information (including employer requests filing a charge of discrimination, is for, or purchase, use, or disclosure of genetic tests, available at www.eeoc.gov. genetic services, or family medical history)

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance Act enforces the nondiscrimination and affirmative action commitments of companies of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, doing business with the Federal Government. If you are applying for a job with, and requires affirmative action to recruit, employ, and advance in employment or are an employee of, a company with a Federal contract or subcontract, you are disabled veterans, recently separated veterans (i.e., within three years of discharge protected under Federal law from discrimination on the following bases:

Armed Forces service medal veterans.

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to accommodation to the known physical or mental limitations of an otherwise qualified access telecommunications relay services. OFCCP may also be contacted by individual with a disability who is an applicant or employee, barring undue hardship submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol. to the employer. Section 503 also requires that Federal contractors take affirmative gov/s/, or by calling an OFCCP regional or district office, listed in most telephone action to employ and advance in employment qualified individuals with disabilities at directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/agencies/ofccp/contact.

educational programs or activities which receive Federal financial assistance. EARNED SICK TIME ACT

Wage and Hour Division our employer's 'year' for the purposes of the Earned Sick Time Act is:

Employer May Limit Use To:

Earned sick time shall begin to accrue on the effective date of this law, or upon commencement of the employee's employment, whichever is later.

For closure of the employee's place of business by order of a public official due to a public health emergency; for an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency; or when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or employee's family member's presence in the community would jeopardize the health of others because of the employee's or family member's exposure to a communicable disease. An employer shall not require an employee to search for or secure a replacement worker as a condition for using earned sick time.

• An employer shall not take retaliatory personnel action or discriminate against an employee because the employee has exercised a right protected under this

Complaint Filing An employee affected by an alleged violation, at any time within 3 years after the alleged violation or the date when the employee knew of the alleged violation

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 (Revised • 2/27/2025)

DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY **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. (4) As used in this section: (a) "Agricultural processing" means the cleaning,

> 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. **Sec. 12.** A minor shall not be employed for more than 5 hours continuously

History: Add. 1980, Act 436, Eff. Mar. 31, 1981.

Auxiliary aids, services and other reasonable accommodations are available,



Notice To All Employees:

Unemployment Insurance Agency; Authority: Michigan Administrative (Rev. 12-19) Code, Section R 421.105; Paid for with federal funds.

discrimination, or participating in a discrimination exercising rights regarding disability discrimination or pregnancy accommodation What Employment Practices can be Challenged as

What can You Do if You Believe Discrimination has Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work)

You can reach the EEOC in any of the following ways: **Submit** an inquiry through the EEOC's public portal:

https://publicportal.eeoc.gov/Portal/Login.aspx 1-800-669-4000 (toll free) I-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) Visit an EEOC field office (information at www.eeoc.gov/field-office)

· Conduct that coerces, intimidates, threatens, or

interferes with someone exercising their rights

or someone assisting or encouraging someone

discrimination (including accommodation) or

else to exercise rights, regarding disability

pregnancy accommodation

E-Mail info@eeoc.gov Additional information about the EEOC, including information about

or release from active duty), active duty wartime or campaign badge veterans, or

MICHIGAN DEPARTMENT OF LABOR & ECONOMIC OPPORTUNITY SUSAN CORBIN

MI-0425-F04

SUSAN CORBIN

Publication 213 (Rev. 8-2009) Internal Revenue Service www.irs.gov Cat. No. 11047P

www.michigan.gov/wagehour WHD-9919 08/21

If you become unemployed, you can file your new unemployment claim or reopen an established claim online through the Michigan Web Account Manager