



## WORKERS' COMPENSATION

## Employees -- Know Your Rights!

State of Michigan  
Workers' Disability Compensation Agency

- Remember - It is important to report your injury to your employer.

**Medical Care**  
You are entitled to reasonable and necessary medical care for work-related injuries or 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 furnish a report to your employer.

If 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**.

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)

## VETERANS BENEFITS

## Resources for Michigan Veterans

## Military &amp; 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.

- [www.michigan.gov/DMVA](http://www.michigan.gov/DMVA)
- Veteran Issues and Assistance: **800-MICH-VET**
- Military and Veterans Crisis Line: **800-273-TALK**
- Freedom of Information Act (FOIA) Requests: **517-481-7646**
- Michigan Rapids ID Card: **517-481-9874**
- Michigan Veteran Homes at Chesterfield Township: **586-210-7102**
- Michigan Veteran Homes D.J. Jacobetti (Marquette): **906-226-3576**
- Michigan Veteran Homes at Grand Rapids: **616-364-5300**

## Mental Health &amp; Substance Abuse Services

## Veterans Crisis Line

Confidential crisis support for veterans and their loved ones.  
Contact the Veterans Crisis Line:  
• Dial 988, then Press 1  
• Text 838255  
• Chat online: [www.veteranscrisisline.net/chat](http://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](http://www.saginaw.va.gov)
- [www.va.gov/battle-creek-health-care/](http://www.va.gov/battle-creek-health-care/)
- [www.detroit.va.gov](http://www.detroit.va.gov)
- [www.annarbor.va.gov](http://www.annarbor.va.gov)
- [www.ironmountain.va.gov](http://www.ironmountain.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/SSoFox**

## Vet Center Hotline

A free, around the clock confidential call center for veterans, service members and their families.

- 877-WAR-VETS (877-927-8387)**

## The Women Veterans Call Center

Provides assistance and resources to women veterans and their families.

- 855-829-6636**

## Michigan Department of Health and Human Services

Perinatal screening services for individuals living with persistent mental health challenges.

- Warmlines: 888-233-7753**

## Coping Into Care

Provides 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/**

## Man Therapy

Ment's mental health resources - destigmatizing mental health through humor, straightshooting and practical tools.

## nontherapeutic

## Veterans Affairs Support

## Department of Veterans Affairs (VA)

VA provides lifelong healthcare services to eligible military veterans through 170 medical centers and outpatient clinics located throughout the country.

- 800-696-2411**

## Telecommunications Relay Services (using TTY): 711

- VA benefits Hotline: 800-627-1000**

- 811 toll hotline: 888-642-5571** • National Call Center for Homeless Veterans: **877-424-3838**

## CHILD LABOR LAWS

STATE OF MICHIGAN  
DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY  
Informational Sheet

Youth Employment Standards Act 90 of 1978, as amended

## POSTING REQUIREMENT

GRETCHEN WHITMER  
GOVERNORSUSAN CORBIN  
DIRECTOR

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

**Sec. 10.** A minor under 16 years shall not be employed in an occupation subject to this act for more than 6 days in 1 week, nor for a period longer than an average of 8 hours per day or 48 hours in 1 week. The minor shall not be employed between the hours of 9 p.m. and 7 a.m. A minor who is a student in school shall not be employed more than a combined school and work week of 48 hours during the period when school is in session.

## MCL 409.111 Minor 16 years and over: days and hours of employment; employment in agricultural processing.

**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 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) On Fridays and Saturdays. (b) During school vacation periods. (c) During 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) if all of the following conditions are met: If a minor is in session, (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.

(4) As used in this section: (a) "Agricultural processing" means the cleaning, sorting or packaging of fruits or vegetables. (b) "Farming operations" involved in the production of seed" means farming activities

and research involved in the production of seed, including plant detasseling, hand-pollination, roguing, or hoeing, and any other similar farming activity required for commercial seed production.

History: Am. 1978, Act 90, Eff. June 1, 1978 -- Am. 1995, Act 251, Eff. Mar. 28, 1996 -- Am. 1996, Act 499, Imd. Eff. Jan. 9, 1997 -- Am. 2000, Act 418, Imd. Eff. Jan. 8, 2001 -- Am. 2011, Act 197, Imd. Eff. Oct. 18, 2011

## MCL 409.112 Meal and rest period.

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

## MCL 409.113 Prohibition of minors working alone in occupation involving a cash transaction after sunset or 8 p.m. at fixed location.

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

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

## IMPORTANT: Administrative Rule R408.6207 REQUIRES A MINOR SUBJECT TO ACT 90 BE SUPERVISED BY THE EMPLOYER OR ANOTHER EMPLOYEE 18 YEARS OF AGE OR OLDER

LEO is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available, 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: 1-855-4M-WAGE (1-855-464-9243) • (517) 284-7800 • FAX (517) 763-0110  
[www.michigan.gov/wagehour](http://www.michigan.gov/wagehour)

WH-9919 08/21

## 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, age<sup>1</sup>, marital status<sup>1</sup>, height<sup>2</sup>, weight<sup>2</sup>, arrest record<sup>2</sup>, genetic information<sup>3</sup>, and familial status<sup>3</sup>

Persons with disabilities needing accommodations for employment  
must notify their employers in writing within 182 days.

<sup>1</sup> Under the education article, age and marital status are prohibited considerations for admissions only  
<sup>2</sup> in employment only <sup>3</sup> in housing only

If you think you have been **discriminated** against, you 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](http://www.michigan.gov/mdcr)**

02-2024



Post in a conspicuous place.

## EARNED SICK TIME ACT

Michigan Department of Labor and Economic Opportunity  
Wage and Hour Division  
PO Box 30476, Lansing, MI 48909-7976  
**REQUIRED POSTER | GENERAL REQUIREMENTS – EARNED SICK TIME ACT\***

SUSAN CORBIN  
DIRECTOR

Your employer's year for the purposes of the Earned Sick Time Act is: \_\_\_\_\_

Earned Sick Time Accrual		
Number of Employees	Minimum Accrual Rate	Employer May Limit Use To:
10 or fewer employees	1 hour for every 30 hours	40 hours in a year
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 to permit an employee to use more than 72 hours of paid earned sick time in a single year.
- 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.
- 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

- An employer shall permit an employee to use the earned sick time accrued for any of the following:
  - 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 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
  - For closure of the employee's place of business by order of 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.

## 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.
- An employer shall not take retaliatory personnel action or discriminate against an employee because the employee has exercised a right protected under this act. "Retaliatory personnel action" means any of the following:
  - 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.

## 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 may file a complaint with the Wage & Hour Division.

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

Auxiliary aids, services and other reasonable accommodations are available, upon request, to individuals with disabilities.  
[www.michigan.gov/wagehour](http://www.michigan.gov/wagehour) • Toll Free 1-855-4M-WAGE (1-855-464-9243) • WHD 9911 (Revised • 2/27/2025)

## OCCUPATIONAL SAFETY AND HEALTH PROTECTION

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.

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 MIOH Act and a state plan approved in September 1973 by the U.S. Department of Labor, the Michigan Department of Labor and Economic Opportunity is responsible for administering the Act. Department representatives conduct 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: MIOHSA requires that each employer:

- Furnish to each employee employment and a place of employment which is free from recognized hazards that are causing or are likely to cause death or serious physical harm to the employee.
- Comply with promulgated rules and standards and with orders issued pursuant to the Act.
- Post this and other notices and use other appropriate measures to keep his or her employees informed of their protection and obligations under the Act, including the provisions of applicable rules and standards.
- Notify the Michigan Department of Labor and Economic Opportunity within 8 hours of any work-related fatality. Notification may be accomplished by calling 1-800-858-0397.
- 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 844-644-6742 (4MIOHSA).
- Make available to employees, for inspection and copying, all medical records and health data in the employer's possession pertaining to that employee.
- Afford an employee an opportunity with or without compensation to attend all meetings between the 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.
- Provide personal protective equipment, at the employer's expense, when it is specifically required by a MIOHSA standard.
- Not permit an employee, other than an employee whose presence is necessary to avoid, correct or remove an imminent danger, to operate equipment or engage in a process which has been tagged by the Department and which is the subject of an order issued by the Department identifying that an imminent danger exists.
- To promptly notify an employee who was or is being exposed to toxic materials or harmful physical agents in concentrations or at levels which exceed those prescribed by a MIOHSA standard.

## EMPLOYER REQUIREMENTS: MIOHSA requires that each employer:

- Comply with promulgated rules and standards and with orders issued pursuant to the Act.
- Not remove, displace, destroy, or carry off a safeguard furnished or provided for use in a place of employment, or interfere in any way with the use thereof by any other person.

**INSPECTIONS/INVESTIGATIONS:** Inspections and investigations are conducted by trained personnel. The Act requires that an employer representative and a representative of employees be given an opportunity to accompany the department representative for the purpose of aiding in the inspection or investigation.

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

## THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!

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

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



MIOHSA/CET 2010 (06/21)

## 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 revised SDS's.

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 Aerosols Licensing (517) 284-7680  
[www.michigan.gov/miosha](http://www.michigan.gov/miosha)

MIOHSA/CET #2105 (Rev. 12/19)

## As Required by the Michigan Right To Know Law

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

New or Revised	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.  
MIOHSA/CET #2106 (Revised 12/19)  
LEO is an equal opportunity employer/program.

For further information,  
visit our website at:  
[www.michigan.gov/miosha](http://www.michigan.gov/miosha)



## UNEMPLOYMENT COMPENSATION

## Notice To All Employees: Information about Unemployment Benefits

This employer is covered by the **MICHIGAN UNEMPLOYMENT 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 [www.michigan.gov/ua](http://www.michigan.gov/ua). Click on MIWAM for Workers.

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

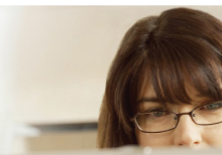
For complete information about your benefit rights and responsibilities, review the Handbook for Unemployed Workers at [michigan.gov/ua](http://michigan.gov/ua).

## STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY 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.

Unemployment Insurance Agency, Authority: Michigan Administrative

Code, Section R 421.105; Paid for with federal funds.



## 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 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 regulations to a public body. It is illegal for employers in Michigan to discharge, threaten or otherwise discriminate against you regarding your compensation, terms, conditions, location or privileges of employment because you take part in a public hearing, investigation, inquiry or court action.

**OBLIGATIONS:** The Act does not diminish or impair either your rights or the rights of your employer under any collective bargaining agreement. The Act does not require your employer to compensate you for your participation in a public hearing, investigation, inquiry, or court action. The Act does not protect you from disciplinary action if you make a report to a public body that you know is false.

**ENFORCEMENT:** If you believe that your employer has violated this Act you may bring civil action in circuit court within 90 days of the alleged violation of the Act.

**PENALTIES:** Persons found in violation of this Act may be subject to a civil fine of up to \$500.00. If your employer has violated this Act the court can order your reinstatement, the payment of back wages, full reinstatement of fringe benefits and seniority rights, actual damages, or any combination of these remedies. The court may also award all or a portion of the costs of litigation, including reasonable attorney fees and witness fees to the complainant if the court believes such an award is appropriate.

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

Visit our website at [www.michigan.gov/miosha](http://www.michigan.gov/miosha) for additional information.

## MICHIGAN MINIMUM WAGE

Michigan Department of Labor and Economic Opportunity

Wage and Hour Division

PO Box 30476, Lansing, MI 48909-7976

REQUIRED POSTER

GENERAL REQUIREMENTS - MINIMUM WAGE AND OVERTIME

Coverage

Minimum Hourly Wage Rate				
Effective Date	Minimum Hourly Wage Rate	Tipped Employee		85%** Rate
		Minimum Hourly Rate	Reported Average Hourly Tips	
February 21, 2025	\$12.48	\$4.74	\$7.74	\$10.61
January 1, 2026	\$13.73	\$5.49	\$8.24	\$11.67
January 1, 2027	\$15.00	\$6.30	\$8.70	\$12.75

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