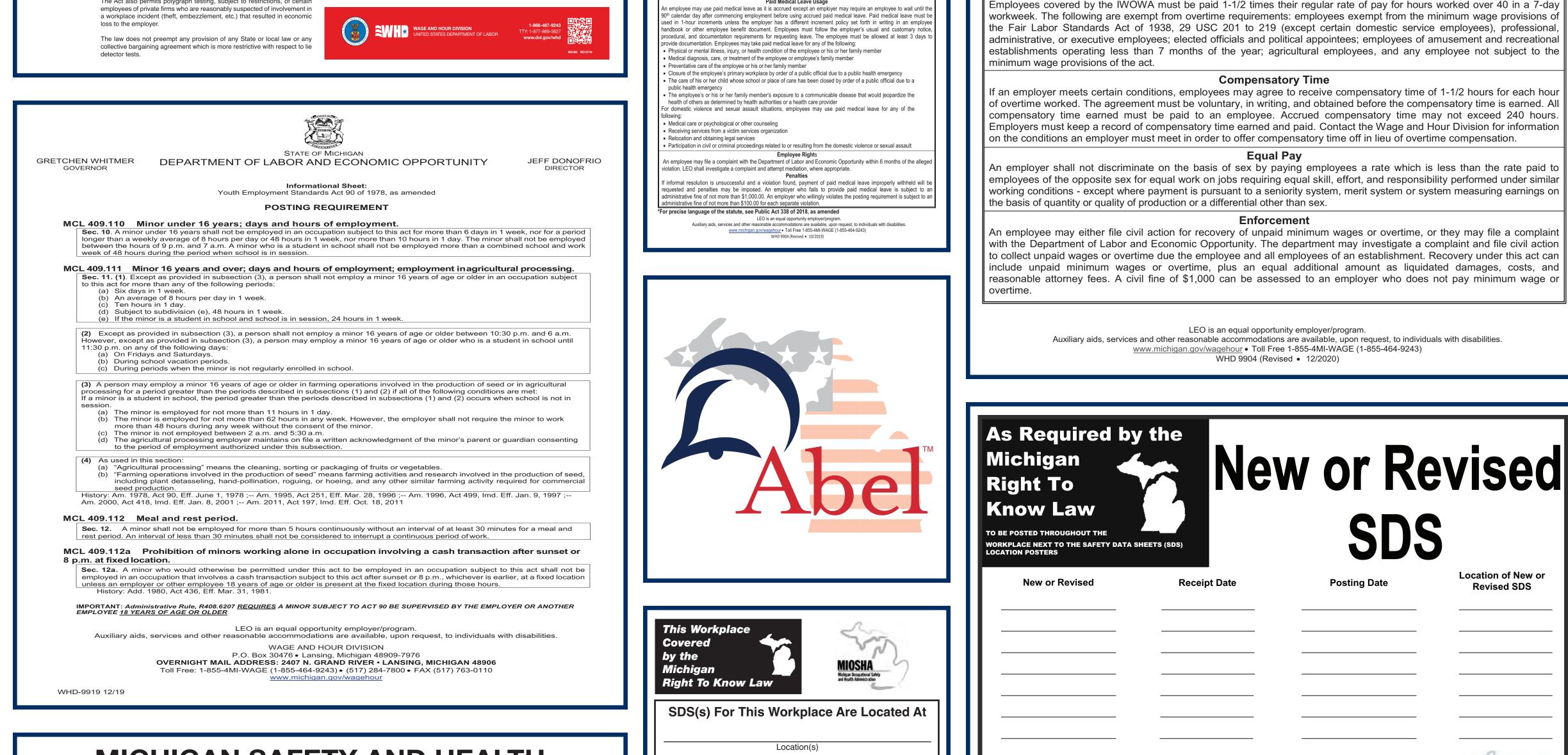
EMPLOYEE RIGHTS	MICHIGANIAW	EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT		
		FEDERAL MINIMUM WAGE		
NDER THE FAMILY AND MEDICAL LEAVE ACT	IN EMPLOYMENT, EDUCATION, HOUSING, PUBLIC	\$7.25 PER HOUR BEGINNING JULY 24, 2009		
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29 USC, Ch. 28, Sec. 2619 WH1420 REV 04/16	www.michigan.gov/mdcr	Coverage The Improved Workforce Opportunity Wage Act (IWOWA), Public Act 337 of 2018, as amended, covers employers w employ 2 or more employees 16 years of age and older.		
		Minimum Hourly Wage Rate Employees must be paid at least:		
EMPLOYEE RIGHTS	Michigan Department of Labor and Economic Opportunity Wage and Hour Division PO Box 30476 Lansing, MI 48909-7976	Employees must be paid at least. Tipped Employee 85%** Effective Date Minimum Hourly Wage Rate Minimum Hourly Rate Reported Average Hourly Tips 85%**		
MPLOYEE POLYGRAPH PROTECTION ACT	GRETCHEN WHITMER REQUIRED POSTER JEFF DONOFRIO GOVERNOR GENERAL REQUIREMENTS – PAID MEDICAL LEAVE ACT* DIRECTOR	January 1, 2018 \$9.25 \$3.52 \$5.73 \$7.86		
	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	March 29, 2019 \$9.45 \$3.59 \$5.86 \$8.03		
ne Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.	the employers who employs so or more individuals. The act covers individuals engaged in service to an employer in the business of the employer and from whom an employer is required to withhold for federal income tax purposes. An eligible employee does not include executive, administrative, and professional overtime exempt employees, employees covered by a private collective bargaining agreement that is in effect, employees of the United States government, another state, or a political subdivision of	January 1, 2020* \$9.65 \$3.67 \$5.98 \$8.20		
IBITIONS 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. 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. PTIONS 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. 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 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 security service firms (armored car, alarm, and guard), and of security service firms (armored car, alarm, and guard), and of security service firms (armored car, alarm, and guard), and of security service firms (armored car, alarm, and guard), and of security service firms (armored car, alarm, and guard), and of security service firms (armored car, alarm, and guard), and of security service firms (armored car, alarm, and guard), and of security service firms (armored car, alarm, and guard), and of security service firms (armored car, alarm, and gua	another state, individuals whose primary work location is not in this state, individuals 16-19 years of age being paid the youth training wage in accordance with the Improved Workforce Opportunity Wage Act, temporary employees as described in the Michigan Employment Security Act, variable hour employees as defined by 26 CFR 54.4980H-1, employees covered by the Railway Labor Act and Railroad Unemployment Insurance Act, individuals employed by an employeer for 25 weeks or fewer in a calendar year for a job scheduled for 25 weeks or fewer, individuals who worked, on average, fewer than 25 hours per week during the immediately preceding calendar year.(See section 2 of The Paid Medical Leave Act, 2018 Public Act 338.) Paid Medical Leave Accrual Paid medical leave accrual begins on March 29, 2019, or upon commencement of the employee's employment, whichever is later. Paid medical leave is accrued at a rate of 1 hour for every 35 actual hours worked; however, an employer is not required to allow accrual of over 1 hour in a calendar week or more than 40 hours in a benefit year. A benefit year is any consecutive 12-month period used by an employer to calculate an eligible employee's benefits. Employees can carry over up to 40 hours of unused accrued paid medical leave from one benefit year to the next; however, employers are not required to allow employees to use more than 40 hours in a single benefit year. An employer may provide the total amount of paid medical leave all at once	January 1, 2021* \$9.65 \$3.67 \$5.98 \$8.20 *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 Bur of Labor Statistics, United States Department of Labor, is 8.5% or greater for the calendar year preceding the calendar year of the prescribed increase. An increase in minimum hourly wage rate as prescribed in subsection (1) that does not take effect pursuant to this subsection takes effect in the first calendar year following a caler year for which the unemployment rate for this state, as determined by the Bureau of Labor Statistics, United States Department of Labor, is less than 8.5%. * ** Minors 16-17 years of age may be paid 85% of the minimum hourly wage rate. Training Wage A training wage of \$4.25 per hour may be paid to employees 16 to 19 years of age for the first 90 days of employment.		
of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. THE LAW REQUIRES EMPLOYEES TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.	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 naid medical leave as it is accrued excent an employer may require an employee to wait until the	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 7-		



MICHIGAN SAFETY AND HEALTH

PROTECTION ON THE JOB

THE MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ACT, 1974 P.A. 154, AS AMENDED, REOUIRES 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 COMPLAINTS: Employees and employee representatives who believe that the Public Acts of 1974, as amended, provides job safety and health protection an unsafe or unhealthful condition exists in their workplace have the right to for Michigan employees through the maintenance of safe and healthful working request an inspection by giving written notice to the Department of Labor conditions. Under the MIOSH Act and a state plan approved in September 1973 by the U.S. Department of Labor, the Michigan Department of Labor and Economic immediate danger, the Department should be notified in the most expedient Opportunity is responsible for administering the Act. Department representatives manner without regard to a written notice. The names of complainants will be 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.
- 4. Notify the Michigan Department of Labor and Economic Opportunity within 8 hours of any work-related fatality. Notification may be accomplished by calling 1-800-858-0397
- 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)
- 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 all meetings between the Department of Labor and Economic Opportunity and the employer relative to any appeal of a citation by the employer.
- 8. Give the representative of employees the opportunity to accompany the department during the inspection or investigation of a place of employment and to prohibit the suffering of any loss of wages or fringe benefits or 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:

- I. 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.

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.

and Economic Opportunity. If a condition exists which may present an kept confidential and not revealed upon the request of the employee. Employees also have the right to bring unsafe or unhealthful conditions to the attention of the department representative during the conduct of an inspection or investigation.

The Act provides that employees may not be discharged or in any manner discriminated against for filing a complaint or exercising any of their rights under the Act. An employee who believes he or she has been discriminated against may file a complaint with the Michigan Department of 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 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, whichever is later.

The Act provides for first instance penalties of up to \$7,000 for a violation. Penalties of up to \$7,000 per day may be assessed for failure to correct a violation within a proposed abatement period. Any employer who willfully or repeatedly violates the Act may be assessed penalties of up to \$70,000 for each such violation. Employers may appeal the alleged citation, the proposed penalties or the abatement periods to the Department and to the Board of Health and Safety Compliance and Appeals. Employees may appeal the abatement period in a similar manner. Employees also may appeal to the Board of Health and Safety Compliance and Appeals any decision issued by the Department in response to an employer appeal.

Criminal penalties also are provided for in the Act. A person who knowingly makes a false statement or report pursuant to the Act upon conviction is punishable by a fine of up to \$10,000 or may be imprisoned for not more than 6 months or both. Any willful violation resulting in death of an employee, upon conviction, is punishable by a fine of up to \$10,000 or by imprisonment for not more than one year or both. A second conviction doubles the maximum monetary penalty and is punishable by imprisonment for up to three years.

VOLUNTARY ACTIVITY & COMPLIANCE ASSISTANCE: The Act encourages employers and employees to reduce workplace hazards voluntarily

The Michigan Department of Labor and Economic Opportunity offers limited onsite 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 Safety and Health.

MORE INFORMATION:

Michigan Department of Labor and Economic Opportunity Michigan Occupational Safety and Health Administration 530 W. Allegan Street, P.O. Box 30643 Lansing, Michigan 48909-8143 www.michigan.gov/miosha

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!

Sim
MIOSHA

MIOSHA Complaint Hotline	. 1-800-866-4674
Fatality Hotline	1-800-858-0397
MIOSHA Injuries/Illnesses Reporting	1-844-464-6742
Consultation and Training Assistance	1 517 004 7700

Location(s)	
Person(s) responsible for SDS(s)	

Employers must make available for employees in a readily accessible manner, Safety Data Sheets (SDS) for those hazardous chemicals in their workplace.

Phone

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 Asbestos Licensing (517) 284-7680 www.michigan.gov/miosha

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

LEO is an equal opportunity employer/program. Ref.: MCL 408-1014j

ATTENTION EMPLOYEES

The Michigan Whistleblowers' The Act does not require your Protection Act (469 P.A. 1980) employer to compensate you for creates certain protections and your participation in a public obligations for employees and hearing, investigation, inquiry or employers under Michigan law. court action. The Act does not protect you from disciplinary **PROTECTIONS:** action if you make a report to a It is illegal for employers in public body that you know is false. Michigan to discharge, threaten **ENFORCEMENT:** or otherwise discriminate against regarding If you believe that your employer vou your compensation, terms, conditions, has violated this Act you may bring civil action in circuit court location or privileges of employment because you or a within 90 days of the alleged person acting on your behalf violation of the Act. reports or is about to report a PENALTIES: violation or a suspected violation of federal, state or local laws, Persons found in violation of this rules or regulations to a public Act may be subject to a civil fine of up to \$500.00. If your employer body. It is illegal for employers in has violated this Act the court can Michigan to discharge, threaten or otherwise discriminate against order your reinstatement, the payment of back wages, full vou regarding your reinstatement of fringe benefits compensation, terms, conditions, location or privileges of and seniority rights, actual employment because you take damages, or any combination of part in a public hearing, these remedies. The court may investigation, inquiry or court also award all or a portion of the costs of litigation, including action. reasonable attorney fees and **OBLIGATIONS:** witness fees to the complainant if The Act does not diminish or the court believes such an award impair either your rights or the is appropriate. rights of your employer under any collective bargaining agreement. af the Mishings Occurrenties

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.

MIOSHA and Health Administration For further information visit our website at www.michigan.gov/miosha

Ref.: MCL 408.1014j

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 week you become unemployed.

For complete information about your benefit rights and responsibilities, review the Handbook for Unemployed Workers at michigan.gov/uia.

DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY **UNEMPLOYMENT INSURANCE AGENCY** UIA is an equal opportunity employer/program. Auxiliary aids, services and othe

STATE OF MICHIGAN

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

reasonable accommodations are available upon request to individuals with disabilitie

Equal Employment Opportunity is **THE LAW**

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations mployment agencies and labor Applicants to and employees of most private employers, state and local governments, edu organizations are protected under Federal law from discrimination on the following bases:

ACE, COLOR, RELIGION, SEX, NATIONAL ORIGI

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

Fitle I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability nodation to the known physical or mental limitations of an otherwise qualified individual cludes not making reasonable acc with a disability who is an applicant or employee, barring undue hardship.

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

SEX (WAGES)

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

GENETICS

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

RETALIATION

EEOC 9/02 and OFCCP 8/08 Versions Useable With 11/09 Supplement

ll of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a iscrimination proceeding, or otherwise opposes an unlawful employment practice.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

nation. To preserve the ability of EEOC to act on your behalf and to protect

Employers Holding Federal Contracts or Subcontracts subcontract are protected under Federal law from discrim on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmativ action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

on 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrim t making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an plicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance ir ployment qualified individuals with disabilities at all levels of employment, including the executive level.

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

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Force service medal was awarded

RETALIATION

INDIVIDUALS WITH DISABILITIES

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact

immediately: The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C.

20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government. Department of Labor. Programs or Activities Receiving Federal Financial Assistant

RACE, COLOR, NATIONAL ORIGIN, SEX

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination is covered by file y file y file primary objective of the matrix assistance is provision of employment of the file of the f

Ref.: MCL.408.1067

The Michigan Department of Labor and Economic Opportunity (LEO) is a equal opportunity employers/program Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.

MIOSHA/CET 2010 (1/20)	Safety and Health Administration (MIOSHA). Visit our website at www.michigan.gov/miosha.	
	Ref.: MCL 15: 368	

t EEOC promptly when he U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for ndividuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at vww.eeoc.gov.

/3, as amended, proh activity which receives Federal financial assistance. Discrit ination is prohibited in all aspects of employment against persons with disabilities who with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

EEOC-P/E-1 (Revised 11/09



