Your Employee Rights Under the **Family and Medical Leave Act**

You work for a **covered employer** if **one** of the following applies:

You work for a private employer that had at least 50 employees

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

Follow your employer's normal policies for requesting leave.

You do not have to share a medical diagnosis but must provide

enough information to your employer so they can determine whether

the leave qualifies for FMLA protection. You must also inform your

employer if FMLA leave was previously taken or approved for the

Your employer may request certification from a health care provide

to verify medical leave and may request certification of a qualifying

bargaining agreement that provides greater family or medical leave

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective

· 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

How do I request FMLA leave?

Generally, to request FMLA leave you must:

same reason when requesting additional leave.

during at least 20 workweeks in the current or previous calendar

You work for an elementary or public or private secondary school,

The Family and Medical Leave Act (FMLA) is a federal law that 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) enforces the FMLA for most employees. Eligible employees can take up to 12 workweeks of FMLA leave in a

- 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 condition, and Certain qualifying reasons related to the foreign deployment of
- your spouse, child or parent who is a military servicemember. An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care

You have the right to use FMLA leave in one block of time. When it is medically 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 or week. Read Fact Sheet

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

Am I eligible to take FMLA leave?

- You are an eligible employee if all of the following 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 before your leave, and

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions by the law but are subject to the jurisdiction of the U.S. Office of

- If you are eligible for FMLA leave, your **employer** <u>must</u>: Allow you to take job-protected time off work for a qualifying
- Continue your group health plan coverage while you are on leave on the same basis 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 leave

Your employer cannot 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 After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether

you are eligible or not eligible for FMLA leave. If your employer

About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected

determines that you are eligible, your employer must notify you in

Where can I find more information?

Call 1-866-487-9243 or visit dol.gov/fmla to learn more. 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. Scan the QR code to learn about our WHD



WH1420 REV 04/23

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

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



Most federal and certain congressional employees are also covered Your employer has at least 50 employees within 75 miles of your Personnel Management or Congress. UNITED STATES DEPARTMENT OF LABOR lef.: 29 CFR §825.300

EMPLOYEE RIGHTS EMPLOYEE POLYGRAPH PROTECTION ACT

pre-employment screening or during the course of employment. **PROHIBITIONS** Employers are generally prohibited from requiring or requesting any **EXAMINEE**

EXEMPTIONS

employee or iob 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. 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

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

private individuals engaged in national security-related activities.

in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers The Act also permits polygraph testing, subject to restrictions, of certai

employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

ENFORCEMENT The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.





GRETCHEN WHITMER

DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY

SUSAN CORBIN

Informational Sheet: Youth Employment Standards Act 90 of 1978, as amended POSTING REQUIREMENT

MCL 409.110 Minor under 16 years; days and hours of employment. Sec. 10. A minor under 16 years shall not be employed in an occupation subject to this act for more than 6 days in 1 week, nor for a period longer than a weekly average of 8 hours per day or 48 hours in 1 week, nor more than 10 hours in 1 day. The minor shall not be employed

between the hours of 9 p.m. and 7 a.m. A minor who is a student in school shall not be employed more than a combined school and work week of 48 hours during the period when school is in session. MCL 409.111 Minor 16 years and over; days and hours of employment; employment in agricultural processing.

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 a student in school, the period greater than the periods described in subsections (1) and (2) occurs when school is not in

(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.

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.

(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

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

MCL 409.112 Meal and rest period. Sec. 12. A minor shall not be employed for more than 5 hours continuously without an interval of at least 30 minutes for a meal and rest period. An interval of less than 30 minutes shall not be considered to interrupt a continuous period of work

MCL 409.112a Prohibition of minors working alone in occupation involving a cash transaction after sunset or 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 <u>REQUIRES</u> A MINOR SUBJECT TO ACT 90 BE SUPERVISED BY THE EMPLOYER OR ANOTHER EMPLOYEE <u>18 YEARS OF AGE OR OLDER</u>

www.michigan.gov/wagehour

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: 1-855-4MI-WAGE (1-855-464-9243) • (517) 284-7800 • FAX (517) 763-0110

WHD-9919 08/21

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 an the Public Acts of 1974, as amended, provides job safety and health protection unsafe or unhealthful condition exists in their workplace have the right to request for Michigan employees through the maintenance of safe and healthful working an inspection by giving written notice to the Michigan Department of Labor and conditions. Under the MIOSH Act and a state plan approved in September 1973 by the U.S. Department of Labor, the Michigan Department of Labor and Economic danger, the Department should be notified in the most expedient manner without Opportunity is responsible for administering the Act. Department representatives regard to a written notice. The names of complainants will be kept confidential

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

- **EMPLOYER REQUIREMENTS**: MIOSHA requires that each employer: Furnish to each employee employment and a place of employment which is free from recognized hazards that are causing or are likely to cause death or serious physical harm to the employee.
- Comply with promulgated rules and standards and with orders issued pursuant to the Act. 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.
- 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 6. 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 Give the representative of employees the opportunity to accompany the
- department during the inspection or investigation of a place of employment and to prohibit the suffering of any loss of wages or fringe benefits or discriminate against the representative of employees for time spent participating in the inspection, investigation, or opening and closing conferences. Provide personal protective equipment, at the employer's expense, when it is specifically required by a MIOSHA standard.
- Not permit an employee, other than an employee whose presence is necessary to avoid, correct or remove an imminent danger, to operate equipment or engage in a process which has been tagged by the Department and which is the subject of an order issued by the Department identifying that 11. To promptly notify an employee who was or is being exposed to toxic materials on-site consultation assistance to employers to assist them in achieving
- or harmful physical agents in concentrations or at levels which exceed those prescribed by a MIOSHA standard.
- **EMPLOYEE REQUIREMENTS**: MIOSHA requires that each employee: Comply with promulgated rules and standards and with orders issued pursuant to the Act
- 2. Not remove, displace, destroy, or carry off a safeguard furnished or provided for use in a place of employment, or interfere in any way with the use thereof
- INSPECTIONS/INVESTIGATIONS: Inspections and investigations are conducted by trained personnel. The Act requires that an employer representative and a representative of employees be given an opportunity to accompany the department representative for the purpose of aiding in the inspection or investigation.
- 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

Economic Opportunity. If a condition exists which may present an immediate

right to bring 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

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

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

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

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

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

VOLUNTARY ACTIVITY & COMPLIANCE ASSISTANCE:: The act encourages

The Michigan Department of Labor and Economic Opportunity offers limited

repairing. These issues are not covered by the Michigan Plan for Occupational

employers and employees to reduce workplace hazards voluntarily.

year or both. A second conviction doubles the maximum monetary penalty and

a fine of up to \$10,000 or may be imprisoned for not more than 6 months or

posted at or near the place of the alleged violation for three days or until the

representative during the conduct of an inspection or investigation.

Opportunity within 30 days of the alleged discrimination.

of OSHA, 230 South Dearborn, Chicago, Illinois 60604.

is punishable by imprisonment for up to three years.

violation is corrected, whichever is later.

Safety and Health. MORE INFORMATION: Michigan Department of Labor and Economic Opportunity Michigan Occupational Safety and Health Administration

If a representative of employees does not participate, the department 530 W. Allegan Street, P.O. Box 30643 representative will consult with a number of employees concerning matters of Lansing, Michigan 48909-8143 www.michigan.gov/miosha THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!

. 1-800-866-4674

Fatality Hotline . 1-800-858-0397 LABOR & ECONOMIC OPPORTUNITY



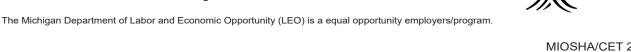
83722

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safety or health in the place of employment.

MIOSHA Injuries/Illnesses Reporting 1-844-464-6742

MIOSHA Complaint Hotline ..



MIOSHA/CET 2010 (06/21)

MICHIGAN LAW

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

² in employment only





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 **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 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

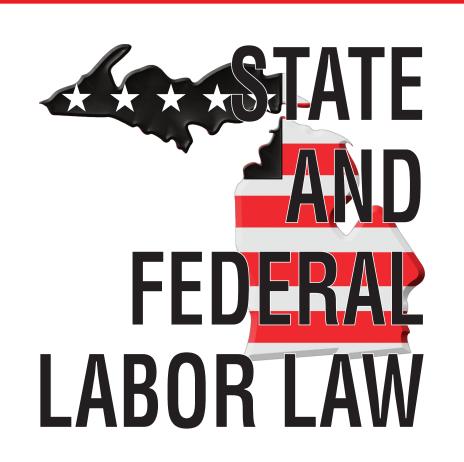
resulting from the domestic violence or sexual assault. assault on the child: or • For closure of the employee's place of business by order of a public official due to a public health emergency; for an employee's need to care for a child whose school or place of care has been closed by order of a public 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 An employer shall not require an employee to search for or secure a replacement worker as a condition for using earned sick time.

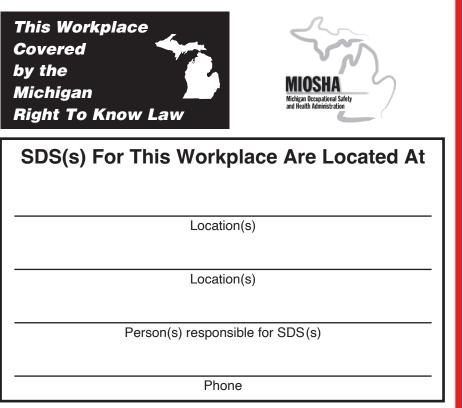
An employer or any other person shall not interfere with, restrain, or deny the exercise of, or the attempt to exercise, any right protected under this act. An employer shall not take retaliatory personnel action or discriminate against an employee because the employee has exercised a right protected under this act. "Retaliatory personnel action" means any of the following: 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 An employer's absence control policy shall not treat earned sick time taken under this act as an absence that may lead to or result in

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, whichever is later, may do any of the following: a) Bring a civil action for appropriate relief, including, but not limited to, payment for used earned sick time; rehiring or reinstatement to the employee's previous job; payment of back wages; reestablishment of employee benefits to which the employee otherwise would have been eligible if the employee had not been subjected to retaliatory personnel action or discrimination; and an equal additional amount as liquidated damages together with costs and reasonable attorney fees as the court allows b) File a claim with the department, which shall investigate the claim. Filing a claim with the department is neither a prerequisite nor a bar to bringing a civil action.

> 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 8/22/2024)





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

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)

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

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

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

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

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

Michigan Whistleblowers' Protection Act (469 P.A.1980) Visit our website at $\underline{www.michigan.gov/miosha}$ for additional information

and Health Administration (MIOSHA). MIOSHA does not enforce the

CHILD LABOR

ENFORCEMENT

GRETCHEN WHITMER

GOVERNOR

February 21, 2027

February 21, 2028

employment.

OVERTIME PAY At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

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

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work

in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit

of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an

based on tips received by their employees. Employers must pay tipped employees a cash wage

employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equa

breast milk for their nursing child for one year after the child's birth each time the employee needs

o express breast milk. Employers must provide a place, other than a bathroom, that is shielded

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

in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each

willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money

\$14.16

\$14.97

compensatory time in lieu of overtime under specific provision.

from view and free from intrusion from coworkers and the public, which may be used by the

certain work hours restrictions. Different rules apply in agricultural employment.

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

INFORMATION

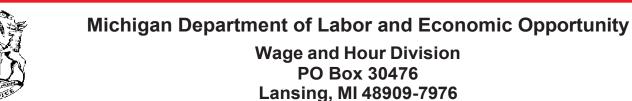
The law requires employers to display this poster where employees can readily see it. civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violation are determined to be willful 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 Comm Mariana Islands, and the Commonwealth of Puerto Rico.

Some state laws provide greater employee protections; employers must comply with both. Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime Certain full-time students, student learners, apprentices, and workers with disabilities may be

\$4.25

\$2.99



MICHIGAN DEPARTMENT OF LABOR & ECONOMIC

SUSAN CORBIN

DIRECTOR

\$12.04

\$12.72

GENERAL REQUIREMENTS - MINIMUM WAGE and OVERTIME

Coverage The Improved Workforce Opportunity Wage Act (IWOWA), Public Act 337 of 2018 covers employers who employ 2

or more employees 16 years of age and older. Minimum Hourly Wage Rate Tipped Employee Minimum Hourly Wage 85%** Rate **Effective Date** Reported Average Hourly Tips Minimum Hourly Rate \$10.61 February 21, 2025 \$12.48 \$6.49 February 21, 2026 \$11.30 \$13.29 \$7.97 \$5.32

\$9.91

\$11.98

REQUIRED POSTER

The minimum hourly wage rate of an employee eligible to be considered tipped employee shall be 48% of the minimum hourly wage rate effective February 21, 2025; beginning February 21, 2026, it shall be 60% of the minimum hourly wage rate; beginning February 21,2027, it shall be 70% of the minimum hourly wage rate; beginning February 21, 2028, it shall be 80% of the minimum hourly wage rate; beginning February 21, 2029, it shall be 90% of the minimum hourly wage rate; and beginning February 21, 2030 and thereafter, it shall be 100% of the minimum hourly wage rate.

Minors under the age of 18 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 under 20 years of age for the first 90 calendar days of

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

employees of the opposite sex for equal work on jobs requiring equal skill, effort, and responsibility performed under similar

An employer shall not discriminate on the basis of sex by paying employees a rate which is less than the rate paid to

working conditions - except where payment is pursuant to a seniority system, merit system or system measuring earnings on the basis of quantity or quality of production or a differential other than sex. **Enforcement** An employee may either file civil action for recovery of unpaid minimum wages or overtime, or they may file a complaint with

the Department of Labor and Economic Opportunity. The department may investigate a complaint and file civil action

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 • 9/2024)

to collect unpaid wages or overtime due to 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.



New or Revised

Location of New or **New or Revised Receipt Date Posting Date** Revised SDS

(517) 284-7720 Ref.: MCL 408.1014i

Consultation Education and Training Division

Michigan Department of Labor and Economic Opportunity (LEO)

Michigan Occupational Safety and Health Administration

Notice To All Employees: Information about Unemployment Benefits

Paid in part with

Federal OSHA funds.

MIOSHA/CET #2106 (Revised 12/19)

LEO is an equal opportunity employer/program.

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

STATE OF MICHIGAN **DEPARTMENT OF LABOR AND UNEMPLOYMENT INSURANCE AGENCY** UIA is an equal opportunity employer/program. Auxiliary aids, services and other Michigan Department of Labor and Economic Opportunity Unemployment Insurance Agency; Authority: Michigan Administrative Code, Section R 421.105; Paid for with federal funds.



For further information visit our website at

www.michigan.gov/miosha

Know Your Rights: Workplace Discrimination is Illegal

at michigan.gov/uia.

Who is Protected? Employees (current and former), including managers and temporary employees Job applicants What Organizations are Covered?

What Types of Employment Discrimination are Illegal?

Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)
Age (40 and older)
Disability disclosure of genetic tests, genetic services, or family medical history)
Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding Interference, coercion, or threats related to exercising rights regarding disability

E-Mail

Into@eeoc.gov Discharge, firing, or lay-off

Obtaining or disclosing genetic information of employees
Requesting or disclosing medical information What can You Do if You Believe Discrimination has Occurred?

Visit an EEOC field office (information at www.eeoc.gov/field-office)

EMPLOYERS HOLDING FEDERAL CONTRACTS

Executive Order 11246, as amended, protects applicants and employees of contractors from discrimination based on inquiring about, disclosing, or discrimination or the compensation of other applicants or employees. 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

Individuals with observables from the standard and the respect to the standard stand individuals with disabilities at all levels of employment, including the executive level The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38

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

Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gencidentity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

Asking About, Disclosing, or Discussing Pay

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE 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 VII the primary objective of the financial assistance is provision of employment, or where complexent discrimination assesses or many paper discrimination providing. Individuals with Disabilities

its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately:

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