

Michigan State Postings

This Workplace Covered by the Michigan Right To Know Law

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

Employees cannot be discharged or discriminated against for exercising their rights including the request for information on hazardous chemicals.

Employers must be notified and given direction (by employer posting for locating Safety Data Sheets and the receipt of new or revised SDSs).

When the employer has not provided a SDS, employees may request assistance in obtaining SDS from their Michigan Department of Labor and Economic Opportunity, LEO; Michigan Occupational Safety and Health Administration; General Industry Safety and Health Division; MIOSHA 4000-6723; Constitution Safety and Health Division and Additional Learning; 317-284-7260; www.michigan.gov/leo

SDS(s) For This Workplace Are Located At

Location(s): _____

Location(s): _____

Person(s) responsible for SDS(s): _____

Phone: _____

LEO is an equal opportunity employer. (Rev. 12/10)

As Required by the Michigan Right To Know Law

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

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

Michigan Department of Labor and Economic Opportunity, LEO; Michigan Occupational Safety and Health Administration; Constitution Education and Training Division; 317-284-7233; www.michigan.gov/leo; LEO is an equal opportunity employer. (Rev. 12/10)

New or Revised SDS

For further information visit our website at www.michigan.gov/leo (Rev. 12/10)

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MICHIGAN SAFETY AND HEALTH PROTECTION ON THE JOB

THE MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ACT, 1974 PA 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 (MIOSHA 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 MIOSHA Act and a state plan adopted 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 other phases of industry or the public sector. EMPLOYER RESPONSIBILITIES: 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 employees.
- 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 30 days of any work-related fatality, notification may be accomplished by calling 1-800-865-0387.
- Notify the Michigan Department of Labor and Economic Opportunity within 24 hours of any work-related injury, notification may be accomplished by calling 844-464-6742 (MIOSHA-94).
- Make available to employees, for inspection and copying, all records and health data in the employer's possession, custody or control to that employee.
- Attend an employee's opportunity with or without compensation to attend all meetings between the Department of Labor and Economic Opportunity and the employer, or to any other place 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 or to determine the sufficiency of any tests or fringe benefits or prohibited against the representative of employees for the right of 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 an imminent hazard exists.
- To promptly notify an employee who is or is being exposed to lead, asbestos or harmful pesticides in concentrations or levels which exceed those prescribed by a MIOSHA standard.

EMPLOYER RESPONSIBILITIES: MIOSHA requires that each employer:

- Comply with promulgated rules and standards and with orders issued pursuant to the Act.
- Not remove, discharge, demote, or carry out a safeguard, furnish or provide to use in a place of employment, or interfere in any way with the use thereof by any other person.

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!

Michigan Department of Labor and Economic Opportunity (LEO) is an equal opportunity employer. (Rev. 02/11)

STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY

Informational Sheet: YOUTH EMPLOYMENT STANDARDS ACT 90 of 1978, as amended

POSTING REQUIREMENT

- MIOSHA 119 Minor under 18 years old; employee not employed.
- MIOSHA 120 Minor under 18 years old; employee not employed; not covered by the Act.
- MIOSHA 121 Minor 18 years old; days and hours of employment; not covered by the Act.
- MIOSHA 122 Minor 18 years old; days and hours of employment; not covered by the Act.
- MIOSHA 123 Minor 18 years old; days and hours of employment; not covered by the Act.
- MIOSHA 124 Minor 18 years old; days and hours of employment; not covered by the Act.
- MIOSHA 125 Minor 18 years old; days and hours of employment; not covered by the Act.

Michigan Department of Labor and Economic Opportunity

Minimum Wage and Overtime Coverage

Effective Date	Minimum Hourly Wage Rate	Minimum Hourly Wage Rate	Quarterly Average	OT%	OT%
January 1, 2025	\$13.37	\$20.84	\$6.28	58.58	58.58
January 1, 2024	\$13.37	\$20.84	\$6.40	58.78	58.78
January 1, 2023	\$13.90	\$24.01	\$6.68	59.89	59.89

A training wage of \$2.25 per hour may be paid to employees 16 to 19 years of age for the first 90 calendar days of employment.

Overtime: Employees covered by the MWOA must be paid 1-1/2 times their regular rate of pay for hours worked over 40 in a workweek.

Compensatory Time: An employer who allows an employee to work more than 40 hours in a workweek may accrue compensatory time for that employee.

Equal Pay: An employer shall determine the basis of pay by paying employees in a job which is less than that paid to employees of the opposite sex for equal work...

Enforcement: An employer who fails to file a claim for recovery of unpaid minimum wages or overtime, or if they file a claim within the Department of Labor and Economic Opportunity...

Michigan Department of Labor and Economic Opportunity; Michigan Occupational Safety and Health Administration; 317-284-7233; www.michigan.gov/leo; LEO is an equal opportunity employer. (Rev. 12/02/21)

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, ancestry, marital orientation, gender identity or expression, age, marital status, height, weight, arrest records, genetic information, and familial status.

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

Under the Michigan Whistleblower and Retaliation Act, an employee who reports a violation of the law or a policy of the employer, or who refuses to participate in an investigation...

If you think you have been discriminated against, you may file a complaint with the Michigan Department of Labor and Economic Opportunity.

MDOCR Michigan Department of Labor and Economic Opportunity. 317-284-7233; www.michigan.gov/leo

PAID MEDICAL LEAVE ACT

The Paid Medical Leave Act, 2018 Public Act 335, as amended by 2019 Public Act 388, effective March 20, 2019, covers employees who employ 25 or more individuals.

The Paid Medical Leave Act allows an employer to establish a policy of paid medical leave that is consistent with the requirements of the Act.

Employers must provide paid medical leave to employees who are eligible under the Act.

Employers must maintain records of paid medical leave for each employee.

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Notice To All Employees: Information about Unemployment Benefits

The Michigan Department of Labor and Economic Opportunity (LEO) provides information about unemployment benefits.

Employees who are eligible for unemployment benefits should apply for benefits.

Employees who are not eligible for unemployment benefits should not apply.

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ATTENTION EMPLOYEES: The Michigan Whistleblower Protection Act

The Michigan Whistleblower Protection Act (MIOSHA 200-100) prohibits retaliation against employees who report a violation of the law or a policy of the employer.

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