# Michigan State Postings

Patriot Poster Company

## 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.

Michigan Occupational Safety and Health Administration (MIOSHA). Visit our website at www.michigan.gov/mioshа for additional information.

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

**SDS(s) For This Workplace Are Located At**

Location(s)

Location(s)

Person(s) responsible for SDS(s)

Phone

**Employers must make available for employees in a readily accessible manner, Safety Data Sheets (SDS) for these 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 Asbestos Licensing
(517) 284-7800

MIOSHA Michigan Occupational Safety and Health Administration

*www.michigan.gov/mioshа*
*LEO is an equal opportunity employer/program.*
(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 SDS

| 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
Consultation Education and Training Division
(517) 284-7720

*LEO is an equal opportunity employer/program.*

MIOSHA Michigan Occupational Safety and Health Administration

For further information visit our website at:
*www.michigan.gov/mioshа*
(Rev. 12/19)

## 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 MIOSH 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:** 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:

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

**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.

**COMPLAINTS:** Employees and employee representatives who believe that an unsafe or unhealthful condition exists in their workplace have the right to request an inspection by giving written notice to the Michigan Department of Labor and Economic Opportunity. If a condition exists which may present an immediate danger, the Department should be notified in the most expedient manner without regard to a written notice. The names of complainants will be 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 Michigan Department of Labor and Economic Opportunity believes that a requirement of the Act has been violated, a citation alleging such violation and setting a time period for correction will be issued to the employer. The citation must be prominently posted at or near the place of the alleged violation for three days or until the violation is 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 on-site consultation assistance to employers to assist them in achieving compliance with occupational safety and health standards. Training specialists are available and can give advice on the correction of hazardous conditions and on the development of safety and health systems. Department staff are available to conduct seminars and training relative to occupational safety and health for both employer and employee groups. Requests for service should be addressed to the 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/mioshа

MICHIGAN DEPARTMENT OF LABOR & ECONOMIC OPPORTUNITY

MIOSHA Michigan Occupational Safety and Health Administration

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

| | |
|---|---|
| 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 | 1-517-284-7720 |

The Michigan Department of Labor and Economic Opportunity (LEO) is a equal opportunity employers/program. (6/21)

GRETCHEN WHITMER
GOVERNOR
SUSAN CORBIN
DIRECTOR

State of Michigan
DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY

**Informational Sheet:**

## YOUTH EMPLOYMENT STANDARDS ACT 90 of 1978, as amended

### POSTING REQUIREMENT

**MCL 409.110 Minor under 16 years; days and hours of employment.**

**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 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 acknowledgement 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 heeling, and any other similar farming activity required for commercial seed production.

History: Act. 1976, Act 90, Eff. June 1, 1978; --- Am. 1995, Act 251, Eff. Mar. 28, 1996; --- Am. 1996, Act 498, 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 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. 1990, Act 436, Eff. Mar. 31, 1991.

***IMPORTANT: Administrative Rule, R409.6207 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: 1-855-4MI-WAGE (1-855-464-9243)
(517) 284-7800 • FAX (517) 763-0110
www.michigan.gov/wagehour

08/21

## Resources for Michigan Veterans

### Military & Veterans Affairs Support

**Michigan Department of Military and Veterans Affairs (DMVA)**

The DMVA grows and sustains military readiness, cares and advocates for veterans, and develops purposeful partnerships.

- ***www.michigan.gov/DMVA***
- Veteran Issues and Assistance: ***800-MICH-VET***
- Military and Veterans Crisis Line: ***866-273-TALK***
- Freedom of Information Act (FOIA) Requests: ***517-481-7666***
- Michigan Rapids ID Card: ***517-481-5974***
- Michigan Veteran Homes at Chesterfield Township: ***586-293-7107***
- Michigan Veteran Homes D.J. Jacobetti (Marquette): ***906-225-3230***
- Michigan Veteran Homes at Grand Rapids: ***616-364-5350***

### Mental Health & 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***
- Call 911 at ***800-700-8255*** for those with hearing loss

**VA Medical Centers**

Five VHA Medical Centers in Michigan provide a wide range of healthcare services.

- ***www.saginaw.va.gov***
- ***www.va.gov/battle-creek-health/***
- ***www.va.gov/detroit-health-care***
- ***www.annarbor.va.gov***
- ***www.ironwoodhcs.va.gov***

**Staff Sergeant Parker Gordon Fox Suicide Prevention Grant Program**

Supporting the mental wellness of Michigan veterans and their family members.

***800-642-8638*** or visit ***Michigan.gov/SSGFox***

**Vet Center Hotline**

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

- ***877-8-WAR-VETS (877-827-8387)***

**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**

Peer run warmline serves individuals living with persistent mental health challenges.

- ***Warmline 866-733-7762***

**Coaching Into Care**

Provides support to family members and friends who want to help the Veteran in their lives deal with substance abuse or mental health issues.

- ***888-823-7458*** or visit ***www.mirecc.va.gov/coaching***

**Man Therapy®**

Men's mental health resources – destigmatizing mental health through humor, straightshooting and practical tools.

- ***mantherapy.org***

### Veterans Affairs Support

**U.S. Department of Veterans Affairs (VA)**

VA provides lifelong healthcare services to eligible military veterans through 172 medical centers and outpatient clinics located throughout the country.

- MyVA411 main information line: ***800-698-2411***
- Telecommunications Relay Services (using TTY): ***711***
- VA benefits hotline: ***800-827-1000***
- GI Bill hotline: ***888-442-4551***
- National Call Center for Homeless Veterans: ***877-424-3838***
- VA health benefits hotline: ***877-222-8387***
- My HealthVet help desk: ***877-327-0022***

### Education, Workforce & Job Training Resources

**Michigan Works! Agencies**

Veterans and eligible spouses receive Priority of Service in obtaining employment and training services.

- ***800-285-WORKS (9675)*** or visit ***MichiganWorks.org***

**Pure Michigan Talent Connect**

Veterans receive first access to positions posted on Michigan's official jobs site.

- ***www.mitalent.org***

**Pathfinder**

Map your future using Michigan's free career exploration tool.

- ***pathfinder.mitalent.org***

**Veterans' Employment Services**

A team of "veterans helping veterans" secure meaningful careers in Michigan.

- ***Michigan.gov/VES***

**Michigan Department of Labor and Economic Opportunity**

The Office of Employment and Training develops customized workforce solutions for businesses and individuals, including those with disabilities.

- ***www.michigan.gov/leo/employment-and-training***

### Tax Benefits

**Military Pay Exemption**

Active-duty military pay and military retirement benefits are exempt from Michigan income tax.

**Income Tax Credit for Property Tax Paid**

Disabled veterans or their surviving spouses may be eligible for an income tax credit for property tax paid.

**Disabled Veterans' Property Tax Exemption**

Qualified veterans with a service-connected disability may be eligible for a reduction in their property tax liability.

- ***www.michigan.gov/taxes/property-that-except-active-property/a-to-d/veteran-for-veterans-and-military-personnel***

### Military and Veteran Plate/ID Options

**Michigan Secretary of State**

Add a veteran designation to a Michigan driver's license or official state personal identification card by visiting any Secretary of State office.

- ***www.michigan.gov/sos/tags/license-and-id/veteran-designation***

Order a new or replacement military/veteran license plate.

- ***www.michigan.gov/sos/vehicle/license-plates/military-and-veteran-plate-options***

### Unemployment Benefits

**Michigan Unemployment Insurance Agency**

UIA administers Michigan's unemployment insurance program, providing temporary financial assistance to individuals who become unemployed through no fault of their own.

- ***www.michigan.gov/leo/bureaus-agencies/uia***
- ***866-500-0017***
  (Monday-Friday, 8 a.m. to 4:30 p.m.)
- MARVIN: ***866-638-3943*** to certify for benefit payments

### Legal Services

**Uniformed Services Employment and Reemployment Rights Act (USERRA)**

Veterans' Employment Training Service (VETS) assists those experiencing serviceconnected problems with their civilian employment.

- ***866-4-USA-DOL (1-866-487-2365)***
- ***www.dol.gov/agencies/vets/programs/usera***

EMPLOYMENT & TRAINING ADMINISTRATION

## *Notice To All Employees: Information about Unemployment Benefits*

This employer is covered by the

(Rev. 12/19)

**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 (MWAM) at **michigan.gov/uia**. Click on **MWAM** for instructions.

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.*

**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.

Michigan Department of Labor and Economic Opportunity
Unemployment Insurance Agency; Authority: Michigan Administrative Code, Section R 421.103, UIA 1710

## *Notice to Employers / Employees*

*Your state has its own minimum wage law which requires posting a notice regarding the aspects of that law. Employers are still required to post the Federal Minimum Wage notice from the U.S. Dept. of Labor Fair Labor Standards Act in addition to this state posting. According to the Dept. of Labor, where Federal and state law have different minimum wage rates, the higher standard applies.*

**This Posting is for Informational Purposes Only**

GRETCHEN WHITMER
GOVERNOR
SUSAN CORBIN
DIRECTOR

**Michigan Department of Labor and Economic Opportunity**
**Wage and Hour Division**
**PO Box 30476, Lansing, MI 48909-7976**

LABOR & ECONOMIC OPPORTUNITY

**REQUIRED POSTER**
**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**

| Effective Date | Minimum Hourly Wage Rate | Tipped Employees: Minimum Hourly Rate | Tipped Employees: Reported Average Hourly Tips | Tipped Employees: 85%** Rate |
|---|---|---|---|---|
| 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, 2031 and thereafter, it shall be 50% of the minimum hourly wage rate.

**85% Rate**

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

**Training Wage**

A training wage of $4.25 per hour may be paid to employees under 20 years of age for the first 90 calendar days of employment.

**Overtime**

Employees covered by the IWOWA must be paid 1-1/2 times their regular rate of pay for hours worked over 40 in a workweek. The following are exempt from overtime requirements: employees exempt from the minimum wage provisions of the Fair Labor Standards Act of 1938, 29 USC 201 to 219 (except certain domestic service employees), professional, administrative, or executive employees; elected officials and political appointees; employees of amusement and recreational establishments operating less than 7 months of the year; agricultural employees; and any employee not subject to the minimum wage provisions of the act. Public sector and certain private sector employers not covered by the FLSA may be able to use compensatory time in lieu of overtime under specific provision.

**Equal Pay**

An employer shall not discriminate on the basis of sex by paying employees a rate which is less than the rate paid to employees of the opposite sex for equal work on jobs requiring equal skill, effort, and responsibility performed under similar working conditions - except where payment is pursuant to a seniority system, merit system or system measuring earnings on the basis of quantity or quality of production or a 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 to collect unpaid wages or overtime due the employee and all employees of an establishment. Recovery under this act can include unpaid minimum wages and/or overtime, plus an equal additional amount as liquidated damages, costs, and reasonable attorney fees. A civil fine of $1,000 can be assessed to an employer who does not pay minimum wage and/or overtime. A civil fine of $2,500 can be assessed to an employer who does not pay minimum wage to tipped employees.

LEO is an equal opportunity employer/program.

Auxiliary aids, services and other reasonable accommodations are available, upon request, to individuals with disabilities.

www.michigan.gov/wagehour • Toll Free 1-855-4MI-WAGE (1-855-464-9243) • (Revised 2/2025)

GRETCHEN WHITMER
GOVERNOR
SUSAN CORBIN
DIRECTOR

**Michigan Department of Labor & Economic Opportunity**
**Wage and Hour Division**
**PO Box 30476, Lansing, MI 48909-7976**

**REQUIRED POSTER**
**GENERAL REQUIREMENTS –**

## EARNED SICK TIME ACT*

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 employer 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 employee 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 other counseling for physical or psychological injury or disability; to obtain services from a victim services organization; to relocate due to domestic violence or sexual assault; to obtain legal services; or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault.
- For meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child; or
- For closure of the employee's place of business by order of a public official due to a public health emergency; for an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency; or when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or employee's family member's presence in the community would jeopardize the health of others because of the employee's or family member's exposure to a communicable disease.
- An employer shall not require an employee to search for or secure a replacement worker as a condition for using earned sick time.

**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:
- Denial of any right guaranteed under this act.
- A threat, discharge, suspension, demotion, reduction of hours, or other adverse action against an employee or former employee for exercise of a right guaranteed under this act.
- Sanctions against an employee who is a recipient of public benefits for exercise of a right guaranteed under this act.
- Interference with, or punishment for, an individual's participation in any manner in an investigation, proceeding, or hearing under this act.
- An employer's adverse 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 • Toll Free 1-855-4MI-WAGE (1-855-464-9243) • (Revised 2/27/2025)

## 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[1], marital status[1], height[2], weight[2], arrest record[2], genetic information[2], and familial status[3]

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

*[1] Under the education article, age and marital status are prohibited considerations for admissions only* *[2] in employment only* *[3] in housing only*

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**

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