

WHISTLEBLOWER PROTECTION ACT

ATTENTION EMPLOYEES

The Michigan Whistleblowers' Protection Act (469 PA, 1980) creates certain protections and obligations for employers and employees under Michigan law. It is illegal for employers in Michigan to discharge, threaten or otherwise discriminate against any employee who reports a violation of the law or provides information to a public body regarding a violation of the law or provides information to a public body regarding a violation of the law or provides information to a public body regarding a violation of the law...

MICHIGAN MINIMUM WAGE

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

| Effective Date | Minimum Hourly Wage Rate | Tipped Employee | Reported Average Hourly Tips | 85%** Rate |
|-----------------|--------------------------|-----------------|------------------------------|------------|
| January 1, 2023 | \$10.10* | \$3.84 | \$6.26 | \$8.59 |
| January 1, 2024 | \$10.33* | \$3.93 | \$6.40 | \$8.78 |
| January 1, 2025 | \$10.56* | \$4.01 | \$6.55 | \$8.98 |

*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 Bureau of Labor Statistics, United States Department of Labor, is less than 8.5% for the calendar year preceding the calendar year of the prescribed increase. An increase in the 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 calendar 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 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 (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.

Compensatory Time - If an employer meets certain conditions, employees may agree to receive compensatory time of 1-1/2 hours for each hour of overtime worked. The agreement must be in writing, and obtained before the compensatory time is earned. All compensatory time earned must be paid time for an employee. Accumulated compensatory time may not exceed 240 hours. Employees must keep a record of compensatory time earned and paid. Contact the Wage and Hour Division for information on the conditions an employer must meet to offer compensatory time in lieu of overtime compensation.

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...

EMPLOYEE POLYGRAPH PROTECTION ACT

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment. Prohibitions - 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 not passing the test.

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

YOUR RIGHTS UNDER USERRA

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

HEALTH INSURANCE PROTECTION

If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION

If you are a past or present member of the uniformed service; have applied for membership in the uniformed service; or are obligated to serve in the uniformed service, then an employer may not deny you - initial employment - reemployment - retention in employment - promotion; or - any benefit of employment, because of this status.

WORKERS' COMPENSATION

State of Michigan
Workers' Disability Compensation Agency
Employees -- Know Your Rights!

WORKERS' COMPENSATION

Remember - It is important to report your injury to your employer. Medical Care - You are entitled to reasonable and necessary medical care for work-related injuries or diseases. Vocational Rehabilitation - If you are unable to perform the work that you have done previously, you are entitled to vocational rehabilitation.

REGULAR PAYDAYS FOR EMPLOYEES

Regular paydays for employees of Michigan. Weekly, Bi-Weekly, Monthly, Other.

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it. OVERTIME PAY - At least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek.

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it. OVERTIME PAY - At least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek.

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it. OVERTIME PAY - At least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek.

FMLA - FAMILY AND MEDICAL LEAVE ACT

Your Employee Rights Under the Family and Medical Leave Act

What is FMLA leave? 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 employers.

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it. OVERTIME PAY - At least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek.

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it. OVERTIME PAY - At least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek.

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it. OVERTIME PAY - At least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek.

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal

The U.S. Equal Employment Opportunity Commission (EEOC) enforces federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with a federal contractor or subcontractor, you are protected under Federal law from discrimination on the following bases:

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Race, Color, National Origin, Sex in addition with the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities with or without reasonable accommodation, can perform the essential functions of the job, and you believe you have been discriminated against in the institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

PAID MEDICAL LEAVE ACT

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

RIGHT TO KNOW LAW

This Workplace Covered by the Michigan Right to Know Law

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

CHILD LABOR LAWS

STATE OF MICHIGAN
DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY
Informational Sheet
MCL 409.112a Prohibition of minors working alone in occupation involving a cash transaction after sunset or 8 p.m. at fixed location.

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

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.

WITHHOLDING STATUS

YOU MAY NEED TO CHECK YOUR WITHHOLDING

Now is the time to check your withholding. For more details, get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at www.irs.gov/individuals on the IRS web site.

DISCRIMINATION

MICHIGAN LAW PROHIBITS DISCRIMINATION

IN EMPLOYMENT, EDUCATION, HOUSING, PUBLIC ACCOMMODATION, LAW ENFORCEMENT OR PUBLIC SERVICE

BASED ON

religion, race, color, national origin, sex, disability, age¹, marital status², height³, weight³, arrest record³, genetic information³, and familial status³

UNEMPLOYMENT INSURANCE

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.

STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY

UNEMPLOYMENT INSURANCE AGENCY

USA is an equal opportunity employer. Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.

MOSHSA COMPLAINT HOTLINE

1-800-866-4674
1-800-858-0397
1-844-464-6742
1-517-284-7720

STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY

1-866-487-9243
www.dol.gov/agencies/whd

STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY

1-866-487-9243
www.dol.gov/agencies/whd

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, age¹, marital 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 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



Post in a conspicuous place.