



Compliance Code: MI-0425-F04 · Check Compliance By Scanning Here ►

Conduct that coerces, intimidates, threatens, or

interferes with someone exercising their rights

or someone assisting or encouraging someone

else to exercise rights, regarding disability

Contact the EEOC promptly if you suspect

1-800-669-4000 (toll free)

–800–669–6820 (TTY)

Visit an EEOC field office (information at

www.eeoc.gov/field-office)

time limits for filing a charge of discrimination

pregnancy accommodation

Occurred?

Call

discrimination (including accommodation) or

What can You Do if You Believe Discrimination has

discrimination. Do not delay, because there are strict

(180 or 300 days, depending on where you live/work).

You can reach the EEOC in any of the following ways:

**Submit** an inquiry through the EEOC's public portal:

1-844-234-5122 (ASL video phone)

https://publicportal.eeoc.gov/Portal/Login.aspx

## WHISTLEBLOWER PROTECTION ACT

### 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 inquiry, or court action. The Act does not protect you from disciplinary action if you discriminate against you regarding your compensation, terms, conditions, location or make a report to a public body that you know is false. privileges of employment because you or a person acting on your behalf reports or is **ENFORCEMENT:** If you believe that your employer has violated this Act you may bring about to report a violation or a suspected violation of federal, state or local laws, rules or civil action in circuit court within 90 days of the alleged violation of the Act regulations to a public body. It is illegal for employers in Michigan to discharge, threaten **PENALTIES:** Persons found in violation of this Act may be subject to a civil fine of up to or otherwise discriminate against you regarding your compensation, terms, conditions, \$500.00. If your employer has violated this Act the court can order your reinstatemen location or privileges of employment because you take part in a public hearing, the payment of back wages, full reinstatement of fringe benefits and seniority rights, investigation, inquiry or court action.

MICHIGAN

your employer to compensate you for your participation in a public hearing, investigation

actual damages, or any combination of these remedies. The court may also award all or **OBLIGATIONS:** The Act does not diminish or impair either your rights or the rights of a portion of the costs of litigation, including reasonable attorney fees and witness fees your employer under any collective bargaining agreement. The Act does not require to the complainant if the court believes such an award is appropriate.

This poster is provided as a courtesy of the Michigan Occupational Safety and Health Administration (MIOSHA). MIOSHA does not enforce the Michigan Whistleblowers' Protection Act (469 P.A.1980)

Visit our website at www.michigan.gov/miosha for additional information.

## MICHIGAN MINIMUM WAGE

**GRETCHEN WHITMER** GOVERNOR

**Michigan Department of Labor and Economic Opportunity** Wage and Hour Division PO Box 30476. Lansing, MI 48909-7976 **REQUIRED POSTER GENERAL REQUIREMENTS - MINIMUM WAGE and OVERTIME** 

SUSAN CORBIN

MICHIGAN DEPARTMENT OF LABOR & ECONOMIC OPPORTUNITY

DIRECTOR

Coverage

The Improved Workforce Opportunity Wage Act (IWOWA), Public Act 337 of 2018, as amended, 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 E	- 85%** Rate	
		Minimum Hourly Rate	Reported Average Hourly Tips	
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. 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 wo does not pay minimum wage to tipped employees.

## EMPLOYEE POLYGRAPH PROTECTION ACT

**MICHIGAN & FEDERAL LABOR LAW POSTER** 

### EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT

disclosed to unauthorized persons.

AND JOB APPLICANTS CAN READILY SEE IT.

HEALTH INSURANCE PROTECTION

their own court actions.

WH1462 REV 02/2

The Employee Polygraph Protection Act prohibits most private employers from EXAMINEE RIGHTS Where polygraph tests are permitted, they are subject to using lie detector tests either for pre-employment screening or during the course numerous strict standards concerning the conduct and length of the test. Examinees of employment. have a number of specific rights, including the right to a written notice before testing,

**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 exercising other rights under the Act.

EXEMPTIONS Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private

individuals engaged in national security-related activities. The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers. The Act also rmits polygraph testing, subject to restrictions, of certain 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 agreeme which is more restrictive with respect to lie detector tests.



#### YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

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.

#### **REEMPLOYMENT RIGHTS**

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and: you ensure that your employer receives advance written or verbal notice

of your service; you have five years or less of cumulative service in the uniformed services

while with that particular employer; you return to work or apply for reemployment in a timely manner after

conclusion of service; and you have not been separated from service with a disqualifying discharge or under other than honorable conditions.

If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to military service or, in some cases, a comparable job.

#### **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. In addition, an employer may not retaliate against anyone assisting in the

enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies/vets/programs/userra/poster Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying the text of this notice where they customarily place notices for employees.



## WORKERS' COMPENSATION

LABOR AND ECONOMIC OPPORTUNITY

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

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. Employers or their insurance carriers are required by law to provide these services. During the first 28 days of treatment, your employer has the right to choose the physician. After 28 days you are free to change physicians, but you must notify your employer of the change. If you receive treatment from a physician of your choice, you shall obtain and promptly

## **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.

genetic services, or family medical history)

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GRETCHEN WHITMER

GOVERNOR

<ul> <li>Who is Protected?</li> <li>Employees (current and former), including managers and temporary employees</li> <li>Job applicants</li> <li>Union members and applicants for membership in a union</li> <li>What Organizations are Covered?</li> <li>Most private employers</li> <li>State and local governments (as employers)</li> <li>Educational institutions (as employers)</li> <li>Unions</li> <li>Staffing agencies</li> <li>What Types of Employment Discrimination are Illegal?</li> <li>Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status on the barce of:</li> </ul>	<ul> <li>Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding</li> <li>Interference, coercion, or threats related to exercising rights regarding disability discrimination or pregnancy accommodation</li> <li>What Employment Practices can be Challenged as Discriminatory?</li> <li>All aspects of employment, including:</li> <li>Discharge, firing, or lay-off</li> <li>Harassment (including unwelcome verbal or physical conduct)</li> <li>Hiring or promotion</li> <li>Assignment</li> <li>Pay (unequal wages or compensation)</li> <li>Failure to provide reasonable accommodation for a discrimination for a discrimination or an analysis.</li> </ul>
Under the EEOC's laws, an employer may not	• Pay (unequal wages or compensation)
discriminate against you, regardless of your	
immigration status, on the bases of:	disability; pregnancy, childbirth, or related medical
• Race	condition; or a sincerely-held religious belief,
• Color	observance or practice
Religion	• Benefits
National origin	Job training
<ul> <li>Sex (including pregnancy, childbirth, and related modical conditions, coveral orientation</li> </ul>	Classification
medical conditions, sexual orientation,	Referral     Obtaining or disclosing constic information
or gender identity) • Age (40 and older)	<ul> <li>Obtaining or disclosing genetic information of employees</li> </ul>
• Age (40 and older)	Deguesting of disclosing modical information

ning ation ovees Genetic information (including employer requests of employees for, or purchase, use, or disclosure of genetic tests,

E-Mail info@eeoc.gov ng or disclosing genetic information Requesting or disclosing medical information Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding

Armed Forces service medal veterans.

Additional information about the EEOC, including information about filing a charge of discrimination, is available at www.eeoc.gov.

#### **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS**

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) Protected Veteran Status The Vietnam Era Veterans' Readjustment Assistance Act enforces the nondiscrimination and affirmative action commitments of companies of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, doing business with the Federal Government. If you are applying for a job with, and requires affirmative action to recruit, employ, and advance in employment or are an employee of, a company with a Federal contract or subcontract, you are disabled veterans, recently separated veterans (i.e., within three years of discharge protected under Federal law from discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin

Executive Order 11246, as amended, prohibits employment discrimination by Retaliation Retaliation is prohibited against a person who files a complaint Federal contractors based on race, color, religion, sex, sexual orientation, gender of discrimination, participates in an OFCCP proceeding, or otherwise opposes identity, or national origin, and requires affirmative action to ensure equality of discrimination by Federal contractors under these Federal laws. Any person who opportunity in all aspects of employment.

Asking About, Disclosing, or Discussing Pay Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination pased on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

sability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, ringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified access telecommunications relay services. OFCCP may also be contacted by individual with a disability who is an applicant or employee, barring undue hardship submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol. to the employer. Section 503 also requires that Federal contractors take affirmative gov/s/, or by calling an OFCCP regional or district office, listed in most telephone action to employ and advance in employment qualified individuals with disabilities at directories under U.S. Government, Department of Labor and on OFCCP's "Contact all levels of employment, including the executive level.

U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, D.C. 20210 1-800-397-6251 (toll-free If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to

obligations under OFCCP's authorities should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP)

Us" webpage at <u>https://www.dol.gov/agencies/ofccp/contact</u>.

or release from active duty), active duty wartime or campaign badge veterans, or

believes a contractor has violated its nondiscrimination or affirmative action

### **PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE**

Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, amended, prohibits employment discrimination on the basis of disability in any prohibits discrimination on the basis of race, color or national origin in programs program or activity which receives Federal financial assistance. Discrimination or activities receiving Federal financial assistance. Employment discrimination is is prohibited in all aspects of employment against persons with disabilities who, covered by Title VI if the primary objective of the financial assistance is provision with or without reasonable accommodation, can perform the essential functions employment, or where employment discrimination causes or may cause of the job. If you believe you have been discriminated against in a program of any discrimination in providing services under such programs. Title IX of the Education 🛛 institution which receives Federal financial assistance, you should immediately Amendments of 1972 prohibits employment discrimination on the basis of sex in contact the Federal agency providing such assistance. educational programs or activities which receive Federal financial assistance.

(Revised 6/27/2023)

EARNED SICK TIME ACT	
Michigan Department of Labor and Economic Opportunity Wage and Hour Division PO Box 30476, Lansing, MI 48909-7976 REQUIRED POSTER   GENERAL REQUIREMENTS – EARNED SICK TIME ACT*	



you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries. **ENFORCEMEN** The U.S. Department of Labor, Veterans Employment and Training Service

(VETS) is authorized to investigate and resolve complaints of USERRA violations. For assistance in filing a complaint, or for any other information on USERRA

the right to refuse or discontinue a test, and the right not to have test results

**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

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES

VAGE AND HOUR DIVISION

DEPARTMENT OF LABOR

1-866-487-9243

www.dol.gov/agencies/whd

**(3)** 

• If you leave your job to perform military service, you have the right to elect

• Even if you don't elect to continue coverage during your military service,

and your dependents for up to 24 months while in the military.

to continue your existing employer-based health plan coverage for you

contact VETS at 1-866-4-USA-DOL or visit its website at https://www.dol. gov/agencies/vets/. An interactive online USERRA Advisor can be viewed

#### https://webapps.dol.gov/elaws/vets/userra

 If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation. • You may also bypass the VETS process and bring a civil action against an

employer for violations of USERRA. Publication Date — May 2022



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 • 2/2025)

## **RIGHT TO KNOW LAW** This Workplace Covered by the **Michigan Right To Know Law** Employers must make available for employees in a readily accessible manner, Safety Data Sheets (SDS) for those hazardous SDS(s) For This Workplace Are Located At 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) 284-7680 www.michigan.gov/miosha

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

LEO is an equal opportunity employer/program.

Phone

Location(s)

Location(s)

Person(s) responsible for SDS(s

/IOSHA

#### As Required by the Michigan Right To Know Law New or Revised SDS TO BE POSTED THROUGHOUT THE WORKPLACE NEXT TO THE SAFETY DATA SHEETS (SDS) LOCATION POSTERS

New or R	levised	Receipt Date	Posting Date	Locations of New or Revised SDS

Michigan Department of Labor and Economic Opportunity (LEO) Paid in part with For further information Federal OSHA funds. Michigan Occupational Safety and Health Administration visit our website at Consultation Education and Training Division MIOSHA/CET #2106 (Revised 12/19) www.michigan.gov/miosha (517) 284-7720 LEO is an equal opportunity employer/program

## ANTI-DISCRIMINATION NOTICE

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

For information, please contact The Office of Special Counsel for Immigration Related Unfair Employment Practices Office at 800-255-7688.

## **OCCUPATIONAL SAFETY AND HEALTH PROTECTION**

# 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.

	furnish a report to your employer.	ive treatment from a physician of your choice, you shall obtain and promptly	Your employer's 'year' for the	e purposes of the Earned Sick	Time Act is:	
	If your employer refuses to provide medical care, you should contact Michigan's Workers' Disability Compensation Agency at its toll-free telephone number: <b>1-888-396-5041</b> .		Earned Sick Time Accrual			
	You should not receive a bill from a health care provider for treatment of a	covered work-related injury or illness. If you do receive such a bill, you should		Number of Employees	Minimum Accrual Rate	Employer May Limit Use To:
	contact your employer or the employer's insurance carrier.  • Wage Loss Benefits			10 or fewer employees 11 or more employees	1 hour for every 30 hours 1 hour for every 30 hours	40 hours in a year 72 hours in a year
	You are entitled to weekly workers' compensation benefits if you suffer a w	age loss for more than seven consecutive days. These benefits may be claimed			,	,
	as long as a disability and wage loss continue. Generally, the benefit rate is	80% of your after-tax average weekly wage, subject to a maximum rate.				year or paid out. A business with 10 or fewer employees is not gle year, employers with 11 or more employees are not required
	<ul> <li>Vocational Rehabilitation         If you are unable to perform the work that you have done previously, you a     </li> </ul>	are entitled to vocational rehabilitation. The number one goal is your return to		more than 72 hours of paid earr		
	work with your employer. If you cannot do this or require assistance in find	are entitled to vocational rehabilitation. The number one goal is your return to ling a new job, vocational rehabilitation services can help.		•	<u> </u>	ment of the employee's employment, whichever is later.
	To be completed by the employer					ay be subject to a 120 day wait period for use
						amounts as that provided under this act that may be used for the
	Employ	/er Name		-		rate equal to or greater than the rate described in subsections (1) 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			
	Employer Contact Perso	n and Telephone Number				
				ry, or health condition; or prevent		
				•		ssault, for medical care or psychological or other counseling for ation; to relocate due to domestic violence or sexual assault; to
		n Insurance Carrier Name ons, please call the			-	ng from the domestic violence or sexual assault.
		sability Compensation Agency	_	-	-	e effects of domestic violence or sexual assault on the child; or
		88-396-5041				alth emergency; for an employee's need to care for a child whose
	-	y's website at <i>http://michigan.gov/wdca</i> .	-		-	ergency; or when it has been determined by the health authorities nber's presence in the community would jeopardize the health of
		TICE FOR YOUR EMPLOYEES TO SEE!		ee's or family member's exposure		isers presence in the community would jeopardize the fleath of
	WC-PUB-005 (8/19)					condition for using earned sick time.
					<b>Exercise of Rights</b>	
	PAYDAY	NOTICE	• 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:			
	Regular Paydays	for Employees of	<ul> <li>Denial of any right guarantee</li> </ul>			
s	negulai rayuays	IOI LIIIPIOYEES OI			, or other adverse action agai	nst an employee or former employee for exercise of a right
			guaranteed under this act.			
sed SDS				vee who is a recipient of public be		
	(Compa	ny Name)	-		-	tigation, proceeding, or hearing under this act. absence that may lead to or result in retaliatory personnel action.
		as follows:			Complaint Filing	
	Shan be a	us 10110WS.	An employee affected by an alle	eged violation, at any time within		ation or the date when the employee knew of the alleged violation
	Weekly Bi-Weekly	Monthly Other	may file a complaint with the W	/age & Hour Division.		
			*For precise language of the	statute, see Public Act 338 of	2018, as amended	
						le, upon request, to individuals with disabilities.
	By:Title	e:	www.m	iichigan.gov/wagehour • Toll Fr	ee 1-855-4MI-WAGE (1-855-4)	64-9243) • WHD 9911 (Revised • 2/27/2025)
	VETEDANS	S BENEFITS		CI	HILD LABOR LA	ws
Son .	VETERANS	DENEITIS				
MIOSHA Notigen Occupational Softy and Health Administration	Resources for Michigan Veterans			DEPARTMENT	STATE OF MICHIGAN OF LABOR AND ECONOMI	C OPPORTUNITY
	Military & Veterans Affairs Support Michigan Department of Military and Veterans Affairs (DMVA)				Informational Sheet	
	The DMVA grows and sustains military readiness, cares and advocates	Education, Workforce & Job	GRETCHEN WHITMER		ment Standards Act 90 of 19	SUSAN CORBIN
	for veterans, and develops purposeful partnerships. <b>*</b> www.michigan.gov/DMVA	Training Resources Michigan Works! Agencies	GOVERNOR		POSTING REQUIREMEN	
	<ul> <li>★ Veteran Issues and Assistance: 800-MICH-VET</li> <li>★ Military and Veterans Crisis Line: 800-273-TALK</li> </ul>	Veterans and eligible spouses receive Priority of Service in obtaining employment and training services.	MCL 409.110 Minor under 1 A minor under 16 years shall n			d in this section: (a) "Agricultural processing" means the cleaning, backaging of fruits or vegetables. (b) "Farming operations involved
nt(s)	<ul> <li>★ Freedom of Information Act (FOIA) Requests: 517-481-7646</li> <li>★ Michigan Rapids ID Card: 517-481-9874</li> </ul>	★ 800-285-WORKS (9675) or visit MichiganWorks.org Pure Michigan Talent Connect	this act for more than 6 days in	1 week, nor for a period longer	than a weekly in the proc	duction of seed" means farming activities and research involved
biration	<ul> <li>★ Michigan Veteran Homes at Chesterfield Township: 586-210-7102</li> <li>★ Michigan Veteran Homes D.J. Jacobetti (Marquette): 906-226-3576</li> </ul>	Veterans receive first access to positions posted on Michigan's official jobs site.	average of 8 hours per day or 48			duction of seed, including plant detasseling, hand-pollination,
	Michigan Veteran Homes at Grand Rapids: 616-364-5300     Mental Health & Substance Abuse Services	Pathfinder	day. The minor shall not be empl minor who is a student in school			r hoeing, and any other similar farming activity required for I seed production.
	Veterans Crisis Line Confidential crisis support for veterans and their loved ones.	Map your future using Michigan's free career exploration tool. <b>*</b> pathfinder.mitalent.org/ Veterans' Employment Services	school and work week of 48 hou	urs during the period when schoo	ol is in session. History: Am	n. 1978, Act 90, Eff. June 1, 1978 ; Am. 1995, Act 251, Eff. Mar. 28,
0	Contact the Veterans Crisis Line:	A team of "veterans helping veterans" secure meaningful careers in Michigan.	MCL 409.111 Minor 16 years employment in agricultural pr	and over; days and hours of e		n. 1996, Act 499, Imd. Eff. Jan. 9, 1997 ; Am. 2000, Act 418, Imd. Eff. ; Am. 2011, Act 197, Imd. Eff. Oct. 18, 2011
88.	★ Dial 988, then Press 1 ★ Text 838255	* Michigan.gov/VES Michigan Department of Labor and Economic Opportunity	Sec. 11. (1) Except as provided			12 Meal and rest period.
	<ul> <li>★ Chat online: www.veteranscrisisline.net/chat</li> <li>★ Call TTY at 800-799-4889 for those with hearing loss</li> </ul>	The Office of Employment and Training develops customized workforce solutions for businesses and individuals, including those with disabilities.	a minor 16 years of age or older	r in an occupation subject to thi	s act for more Sec. 12. A	minor shall not be employed for more than 5 hours continuously
	VA Medical Centers Five VHA Medical Centers in Michigan provide a wide range of healthcare services.	* www.michigan.gov/leo/employment-and-training Tax Benefits	than any of the following period hours per day in 1 week. (c) Ten h			interval of at least 30 minutes for a meal andrest period. An interval n 30 minutes shall not be considered to interrupt a continuous
	★ www.saginaw.va.gov ★ www.va.gov/battle-creek-health-care/	Military Pay Exemption Active-duty military pay and military retirement benefits are exempt from Michigan	hours in 1 week. (e) If the minor			
	* www.detroit.va.gov * www.annarbor.va.gov/	income tax. Income Tax Credit for Property Tax Paid	24 hours in 1 week.			112a Prohibition of minors working alone in occupation
	* www.ironmountain.va.aov/	Disabled veterans or their surviving spouses may be eligible for an income tax credit for	(2) Except as provided in subset 16 years of age or older betwee			<b>a cash transaction after sunset or 8 p.m. at fixed location.</b> A minor who would otherwise be permitted under this act to be
	Staff Sergeant Parker Gordon Fox Suicide Prevention Grant Program Supporting the mental wellness of Michigan veterans and their family members.	property tax paid. Disabled Veterans' Property Tax Exemption	provided in subsection (3), a pe	erson may employ a minor 16 y	ears of age or employed i	in an occupation subject to this act shall not beemployed in an
	★ 800-642-4838 or visit Michigan.gov/SSGFox Vet Center Hotline	Qualified veterans with a service-connected disability may be eligible for a reduction in their property tax liability	older who is a student in school		owing days:(a) occupation	that involves a cash transaction subject to this act after sunset or 8
	A free, around the clock confidential call center for veterans, service members and their families.	★www.michigan.gov/taxes/property/ind-exempt-defer/property-tax- information-for-veterans-and-military-personnel	On Fridays and Saturdays. (b) periods when the minor is not re			ever is earlier, at a fixed location unless an employer or other employee age or older is present at the fixed location during those hours.
	* 877-WAR-VETS (877-927-8387) The Women Veterans Call Center	Military and Veteran Plate/ID Options Michigan Secretary of State	(3) A person may employ a r	minor 16 years of age or olde	er in farming History: Ad	d. 1980, Act 436, Eff. Mar. 31, 1981.
	Provides assistance and resources to women veterans and their families.	Add a violation decignation to a Michigan driver's license or official state personal	operations involved in the proc	duction of seed or in agricultur	al processing	IT: Administrative Rule, R408.6207 <u>REQUIRES</u> A MINOR SUBJECT TO
	x 033-027-0030	identification card by visiting any Secretary of State office.	I for a period greater than the p	penous described in subsection	is (1) and (2) incontain	TO A MINING A AND A MARCA A A A A A A A A A A A A A A A A A A

IMPORTANT: Administrative Rule, R408.6207 REQUIRES A MINOR SUBJECT TO for a period greater than the periods described in subsections (1) and (2) ACT 90 BE SUPERVISED BY THE EMPLOYER OR ANOTHER EMPLOYEE 18 YEARS all of the following conditions are met: If a minor is a student in school.

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 Department of Labor and Economic Opportunity. If a condition exists state plan approved in September 1973 by the U.S. Department of Labor, the Michigan Department of Labor and Economic Opportunity notified in the most expedient manner without regard to a written notice. is responsible for administering the Act. Department representatives The names of complainants will be kept confidential and not revealed 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).
- 5. 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 employer.
- 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.

MIOSHA

**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 which may present an immediate danger, the Department should be 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.

MIOSHA/CET 2010 (06/21)

#### **MORE INFORMATION:**

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

Warmline: 888-733-7753 **Coaching Into Care** ovides support to family members and friends who want to help the Veterans in their lives deal with substance abuse or mental health issues.

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

ichigan Department of Health and Human Services

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)

★ My HealtheVet help desk: 877-327-0022

A pr<mark>ovides lifelong healthcare services</mark> to eligible military veterans through 170 medical centers and outpatient clinics located throughout the county. 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 bene<mark>fits hotline</mark>: **877-222-8387** 

\*www.michigan.gov/sos/vehicle/license-plates/miltarv-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

ent military/veteran license pl

Order a new or rep

★ www.michigan.gov/sos/faqs/license-and-id/veteran-desi

\* 866-500-0017 (Monday-Friday, 8 a.m. to 4:30 p.m.) MARVIN: 866-638-3993 to certify for benefit payments Legal Services Uniformed Services Employment and Reemployment Rights Act (USERRA) Veterans' Employment and Training Service (VETS) assists those experiencing service connected problems with their civilian employment

\* 866-4-USA-DOL (866-487-2365) ★ www.dol.aov/agencies/vets/prog

EMPLOYMENT LABOR & ECONOMIC & TRAINING

\$7,25 PER HOUR BEGINNING JULY 24, 2009

Certain occupations and establishments are exempt from the minimum wage,

and/or overtime pay provisions. Certain narrow exemptions also apply to the

Special provisions apply to workers in American Samoa, the Commonwealth of

Some state laws provide greater employee protections; employers must comply

Some employers incorrectly classify workers as "independent contractors" when

difference between the two because employees (unless exempt) are entitled to

the FLSA's minimum wage and overtime pay protections and correctly classified

disabilities may be paid less than the minimum wage under special certificates

WAGE AND HOUR DIVISION

UNITED STATES

DEPARTMENT OF LABOR

1-866-487-9243

www.dol.gov/agencies/whd

RFV 04/23

the Northern Mariana Islands, and the Commonwealth of Puerto Rico.

they are actually employees under the FLSA. It is important to know the

Certain full-time students, student learners, apprentices, and workers with

## FEDERAL MINIMUM WAGE

ADDITIONAL INFORMATION

with both.

of Labor.

口影织

employer must

vour leave.

notify you in writing:

as if you had not taken leave, and

pump at work requirements.

independent contractors are not.

issued by the Departmen

#### **EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT**

# FEDERAL MINIMUM WAGE

The law requires employers to display this poster where employees can readily assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a see it. complaint or participate in any proceeding under the FLSA.

**OVERTIME PAY** At least 1 ½ times your regular rate of pay for all hours worked over 40 in a workweel

CHILD LABOR 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 nonmanufacturing, non-mining, non-hazardous jobs with certain work hours

restrictions. Different rules apply in agricultural employment TIP CREDIT Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers

must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal 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 breast milk for their nursing child for one year after the child's birth each time the employee needs to express breast milk. Employers must provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

ENFORCEMENT The Department has authority to recover back wages and an equa 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 penalties may also be assessed for violations of the FLSA's child labor provisions. leightened 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

## 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 em Eligible employees can take up to 12 workweeks of FMLA leave in a 12-month period

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

Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemembe

n 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 for the servicemember. 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

week. Read Fact Sheet #28M(c) for more informatio 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 FMLA leave

**Am I eligible to take FMLA leave?** You are an **eligible employee** if **all** of the llowing apply:

- You work for a covered employer,
- 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 Your employer has at least 50 employees within 75 miles of your work location.

the period greater than the periods described in subsections (1) and (2) occurs when school is not insession.(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 acknowledgment of the minor's parent or guardian consenting to the period of employment authorized under this subsection.

#### 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

WHD-9919 08/21

## WITHHOLDING STATUS

#### YOU MAY NEED TO CHECK YOUR WITHHOLDING

Since you last filed form W-4 with your employer did you... Marry or divorce? Gain or lose a dependent? Change your name?

#### Were there major changes to...

If you can answer "YES"...

Your tax credits?

• Your nonwage income (interest, dividends, capital gains, etc.)? • Your family wage income (you or your spouse started or ended a job)? Your itemized deductions?

**IRS** To any of these questions or you owed extra tax when you filed your last return, you may need to file a new form W-4. See your employer for a copy Department of the Treasury of Form W-4 or call the IRS at 1-800-829-3676.

Publication 213 (Rev. 8-2009) Internal Revenue Service www.irs.gov Cat. No. 11047P

Now is the time to check your withholding. For more details, get

Publication 919, How Do I Adjust My Tax Withholding?, or use the

**Employer:** Please post or publish this Bulletin Board Poster so that your

employees will see it. Please indicate where they can get forms and

DISCRIMINATION

Withholding Calculator at

information on this subject.

www.irs.gov/individuals on the IRS web site.

**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<sup>1</sup>, marital status<sup>1</sup>, height<sup>2</sup>, weight<sup>2</sup>, arrest record<sup>2</sup>, genetic information<sup>2</sup>, and familial status<sup>3</sup>

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

<sup>1</sup> Under the education article, age and marital status are prohibited considerations for admissions only <sup>2</sup> in employment only <sup>3</sup> in housing only

If you think you have been **discriminated** against, you may file a omplaint with the Michigan Department of Civil Rights. Call 1-800-482-3604 | Video Phone: 313-437-7035 www.michigan.gov/mdcr



## UNEMPLOYMENT INSURANCE

#### **Notice To All Employees:**

Information about Unemployment Benefits

This employer is covered by the

**STATE OF MICHIGAN** 

**DEPARTMENT OF LABOR AND** 

UNEMPLOYMENT INSURANCE AGENCY

**ECONOMIC OPPORTUNITY** 

#### 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.

UIA 1710

A claim for benefits begins the week it is filed. File your claim the first week you become unemployed.

UIA is an equal opportunity employer/program. Auxiliary aids, services and other reasonable

FMLA leave. If your employer determines that you are eligible, your employer must For complete information about your benefit rights and responsibilities, eview the Handbook for Unemployed Workers at michigan.gov/uia.

Michigan Department of Labor and Economic Opportunity

Code, Section R 421.105; Paid for with federal funds.

MI-0425-F04

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 same reason when requesting additional leave. our employer may request certification from a health care provider to verify

medical leave and may request certification of a qualifying exigency. The FMLA does not affect any federal or state law prohibiting discrimination of supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

tate employees may be subject to certain limitations in pursuit of direct lawsuits egarding leave for their own serious health conditions. Most federal and certain sional employees are also covered by the law but are subject to the irisdiction of the U.S. Office of Personnel Management or Congress What does my employer need to do? If you are eligible for FMLA leave, you

tinue your group health plan coverage while you are on leave on the same basi

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 o

Your **employer <u>cannot</u> interfere with your FMLA rights** or threaten or punish you

for exercising your rights under the law. For example, your employer cannot retaliate

the FMLA, your **employer <u>must</u> confirm whether you are eligible** or not eligible for

r becoming aware that your need for leave is for a reason that may qualify under

against you for requesting FMLA leave or cooperating with a WHD investigation.

Allow you to take job-protected time off work for a qualifying reason,

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

MIOSHA Complaint Hotline ..... . 1-800-866-4674 Fatality Hotline ... . 1-800-858-0397 MICHIGAN DEPARTMENT OF LABOR & ECONOMIC . 1-844-464-6742 OPPORTUNITY MIOSHA Injuries/Illnesses Reporting ... Consultation and Training Assistance . 1-517-284-7720

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

Airline flight crew employees have different "hours of service" requirements. You work for a covered employer if one of the following applies: You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year, You work for an elementary or public or private secondary school, or 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 our WHD complaint process. Office of Personnel Management. w do I request FMLA leave? Generally, to request FMLA leave you must: Follow your employer's normal policies for requesting leave, 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 You **do <u>not</u> have to share a medical diagnosis** but must provide enough information WH1420 REV 04/23

About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected leave.
 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 OR code to learn about SCAN ME WAGE AND HOUR DIVISION NITED STATES DEPARTMENT F LABOR

accommodations are available upon request to individuals with disabilities.

Unemployment Insurance Agency; Authority: Michigan Administrative (Rev. 12-19)