

## MICHIGAN SAFETY AND HEALTH **PROTECTION ON THE JOB**

THE MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ACT 1974 PA 154 AS AMENDED. REOUIRES POSTING OF THIS DOCUMENT IN A CENTRAL AND CONSPICUOUS LOCATION. FAILURE TO DO SO MAY RESULT IN A PENALTY.

The Michigan Occupational Safety and Health Act (MIOSH Act), Act No. 154 of COMPLAINTS: Employees and employee representatives who believe that the Public Acts of 1974, as amended, provides job safety and health protection an unsafe or unhealthful condition exists in their workplace have the right to for Michigan employees through the maintenance of safe and healthful working request an inspection by giving written notice to the Department of Licensing conditions. Under the MIOSH Act and a state plan approved in September and Regulatory Affairs. If a condition exists which may present an immediate 1973 by the U.S. Department of Labor, the Michigan Department of Licensing danger, the Department should be notified in the most expedient manner without and Regulatory Affairs is responsible for administering the Act. Department regard to a written notice. The names of complainants will be kept confidential epresentatives conduct job site inspections and investigations to ensure and not revealed upon the request of the employee. Employees also have the 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 Act provides that employees may not be discharged or in any manner the public sector.

## EMPLOYER REQUIREMENTS: MIOSHA requires that each employer:

- or serious physical harm to the employee. 2. Comply with promulgated rules and standards and with orders issued
- pursuant to the Act. Post this and other notices and use other appropriate measures to keep his or her employees informed of their protection and obligations under the Act.
- including the provisions of applicable rules and standards. by calling 1-800-858-0397.
- Notify the Michigan Department of Licensing and Regulatory Affairs The Act provides for first instance penalties of up to \$7,000 for a violation. 1-844-464-6742 (4MIOSHA).
- and the employer relative to any appeal of a citation by the employer. 3. Give the representative of employees the opportunity to accompany the department during the inspection or investigation of a place of Criminal penalties also are provided for in the Act. A person who knowingly makes employment and to prohibit the suffering of any loss of wages or fringe a false statement or report pursuant to the Act upon conviction is punishable by benefits or discriminate against the representative of employees for time a fine of up to \$10,000 or may be imprisoned for not more than 6 months or spent participating in the inspection, investigation, or opening and closing unishable by a fine of up to \$10,000 or by imprisonment for not more than one punishable by a fine of up to \$10,000 or by imprisonment for not more than one
- 9. Provide personal protective equipment, at the employer's expense, when it punishable by imprisonment for up to three years. is specifically required by a MIOSHA standard.
- 10. Not permit an employee, other than an employee whose presence is VOLUNTARY ACTIVITY & COMPLIANCE ASSISTANCE: The act encourages necessary to avoid, correct or remove an imminent danger, to operate employers and employees to reduce workplace hazards voluntarily. equipment or engage in a process which has been tagged by the Department The Michigan Department of Licensing and Regulatory Affairs offers limited onand which is the subject of an order issued by the Department identifying site consultation assistance to employers to assist them in achieving compliance that an imminent danger exists.
- 11. To promptly notify an employee who was or is being exposed to toxic and can give advice on the correction of hazardous conditions and on the materials or harmful physical agents in concentrations or at levels which development of safety and health systems. Department staff are available to exceed those prescribed by a MIOSHA standard.
- **EMPLOYEE REQUIREMENTS**: MIOSHA requires that each employee: I. Comply with promulgated rules and standards and with orders issued The U.S. Department of Labor will continue to enforce federal standards governing pursuant to the Act.
- for use in a place of employment, or interfere in any way with the use thereof Safety and Health. by any other person.

**INSPECTIONS/INVESTIGATIONS:** Inspections and investigations are Department of Licensing and Regulatory Affairs conducted by trained personnel. The Act requires that an employer representative Michigan Occupational Safety & Health Administration and a representative of employees be given an opportunity to accompany 530 W. Allegan Street, Box 30643 the department representative for the purpose of aiding in the inspection or Lansing, Michigan 48909-8143 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.

right to bring unsafe or unhealthful conditions to the attention of the department 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 Licensing and Regulatory 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 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 complain 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 Department of Licensing and Regulatory Affairs believes that a requirement of the Act has been violated, a citation alleging such violation and setting a time period for correction will be 4. Notify the Michigan Department of Licensing and Regulatory Affairs issued to the employer. The citation must be prominently posted at or near the within 8 hours of any work-related fatality. Notification may be accomplished place of the alleged violation for three days or until the violation is corrected, whichever is later.

within 24 hours of all work-related inpatient hospitalizations, amputations Penalties of up to \$7,000 per day may be assessed for failure to correct a violation and losses of an eye. Notification may be accomplished by calling 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 ). Make available to employees, for inspection and copying, all medical records violation. Employers may appeal the alleged citation, the proposed penalties or and health data in the employer's possession pertaining to that employee. the abatement periods to the Department and to the Board of Health and Safety 7. Afford an employee an opportunity with or without compensation to attend Afford an employee an opportunity with or without compensation to attend all meetings between the Department of Licensing and Regulatory Affairs and the employer relative to any appeal of a citation by the employer

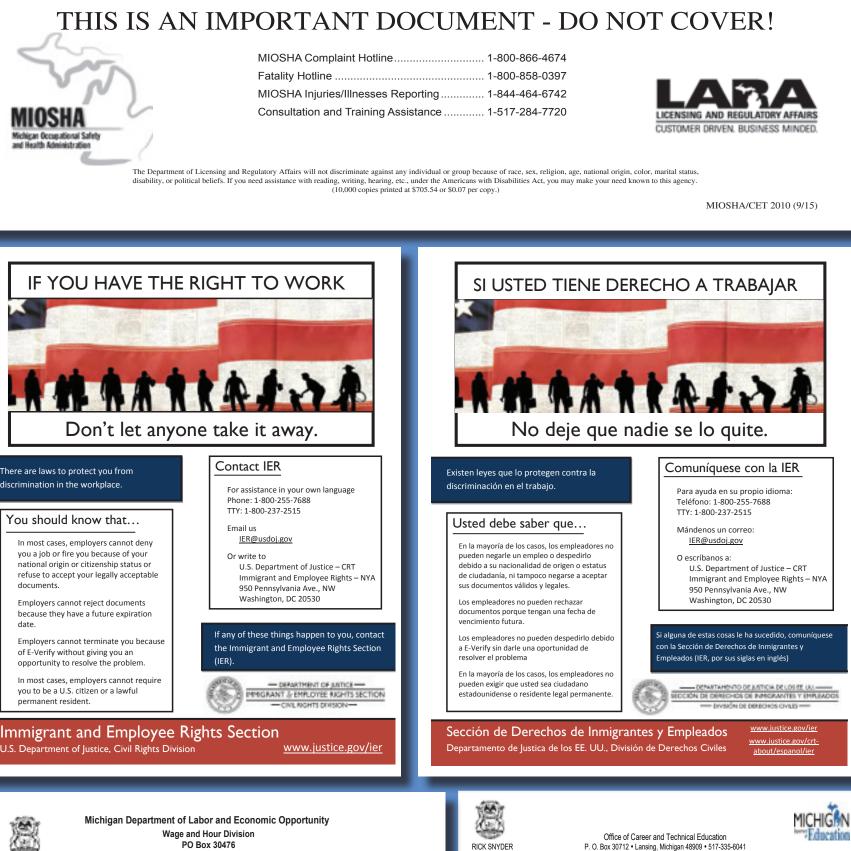
an employer appeal. both. Any willful violation resulting in death of an employee, upon conviction, is year or both. A second conviction doubles the maximum monetary penalty and is

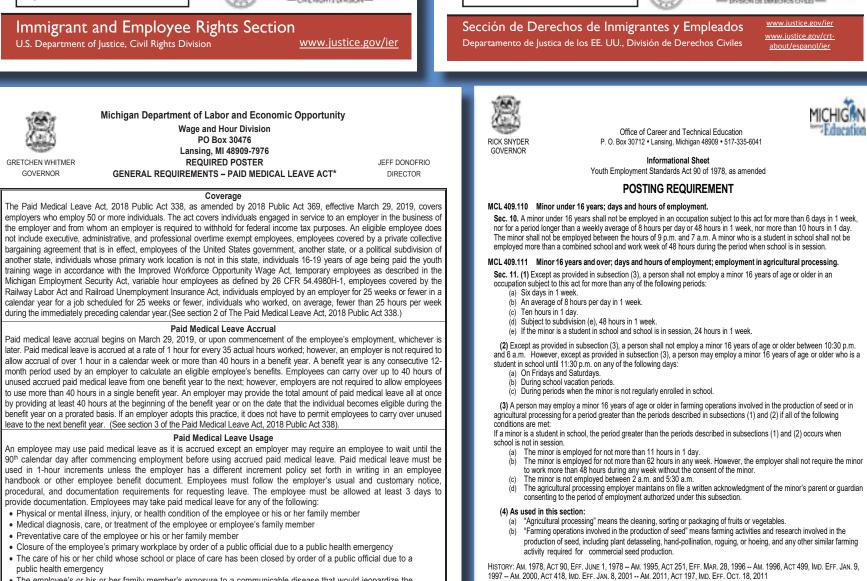
with occupational safety and health standards. Training specialists are available conduct seminars and training relative to occupational safety and health for both employer and employee groups. Requests for service should be addressed to the department at the address shown below. maritime operations of long shoring, shipbuilding, ship breaking and ship

Not remove, displace, destroy, or carry off a safeguard furnished or provided repairing. These issues are not covered by the Michigan Plan for Occupational

MORE INFORMATION

www.michigan.gov/miosha





- The employee's or his or her family member's exposure to a communicable disease that would jeopardize the health of others as determined by health authorities or a health care provider For domestic violence and sexual assault situations, employees may use paid medical leave for any of the Medical care or psychological or other counseling
- Relocation and obtaining legal services

or precise language of the statute, see Public Act 338 of 2018, as amended

- Participation in civil or criminal proceedings related to or resulting from the domestic violence or sexual assault Employee Rights An employee may file a complaint with the Department of Licensing and Regulatory Affairs within 6 months of the allege violation. LARA shall investigate a complaint and attempt mediation, where appropriate.
- Penalties If informal resolution is unsuccessful and a violation found, payment of paid medical leave improperly withheld will be requested and penalties may be imposed. An employer who fails to provide paid medical leave is subject to an nistrative fine of not more than \$1,000.00. An employer who willingly violates the posting requirement is subject to a istrative fine of not more than \$100.00 for each separate violation.

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 • 10/2019)

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 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 HISTORY: ADD. 1980, ACT 436, EFF, MAR, 31, 1981 IMPORTANT: ADMINISTRATIC PUIL: MARCH 31, 1901. IMPORTANT: ADMINISTRATIVE RULE, RAVIG 6207 REQUIRES A MINOR SUBJECT TO ACT 90 BE SUPERVISED BY THE EMPLOYER OR ANOTHER EMPLOYEE 18 YEARS OF AGE OR OLDER IS THE POLICY OF THE MICHIGAN DEPARTMENT OF EDUCATION THAT NO PERSON ON THE BASIS OF RACE, COLOR, RELIGION, NATIONAL IGIN OR ANCESTRY, AGE, SEX, GENDER, HEIGHT, WEIGHT, MARITAL STATUS, OR DISABILITY SHALL BE SUBJECTED TO DISCRIMINATION OGRAM, SERVICE OR ACTIVITY FOR WHICH IT IS RESPONSIBLE, OR FOR WHICH . DEPARTMENT OF EDUCATION. FOR FURTHER INFORMATION, CONTACT THE CIVIL RIGHTS COORDINATOR, MICHIGAN DEPARTMEN FEDUCATION, OFFICE OF CAREER AND TECHNICAL EDUCATION, P.O. BOX 30712, LANSING, MICHIGAN 48909. 517-241-2091

MCL 409.112 Meal and rest period.

FRECEIVES FINANCIAL ASSISTANCE FROM TH

## WORKER RIGHTS **UNDER EXECUTIVE ORDER 13658 FEDERAL MINIMUM WAGE FOR CONTRACTORS**

**EFFECTIVE JANUARY 1, 2020 – DECEMBER 31, 2020** 

	on or in connection with covere 1, 2015, and (2) beginning Janu amount determined by the Sec	quires that federal contractors pay workers performing work ed contracts at least (1) \$10.10 per hour beginning January uary 1, 2016, and every year thereafter, an inflation-adjusted retary of Labor in accordance with the EO and appropriate imum wage in effect from January 1, 2020 through
TIPS	Covered tipped employees must be paid a cash wage of at least \$7.55 per hour effective January 1, 2020 through December 31, 2020. If a worker's tips combined with the required cash wage of at least \$7.55 per hour paid by the contractor do not equal the EO hourly minimum wage for contractors, the contractor must increase the cash wage paid to make up the difference. Certain other conditions must also be met.	
EXCLUSIONS	<ul> <li>than 20 percent of their hour wage.</li> <li>Certain full-time students, leasubminimum wage certificate</li> <li>Workers employed on contrarecreational equipment rentarecreational equipment rentarecreational equipment rentarecreational assominimum wage.</li> </ul>	Support "in connection with" covered contracts for less s worked in a week may not be entitled to the EO minimum anners, and apprentices who are employed under es are not entitled to the EO minimum wage. Acts for seasonal recreational services or seasonal I for the general public on federal lands, except when the ciated lodging and food services, are not entitled to the EO and workers are also exempt from the EO.
ENFORCEMENT	enforcing the EO. WHD can an workplace rights and protection workers may be entitled, and p All services are free and confid discharging workers who file a If you are unable to file a comp	s Wage and Hour Division (WHD) is responsible for swer questions, in person or by telephone, about your ns. We can investigate employers, recover wages to which ursue appropriate sanctions against covered contractors. ential. The law also prohibits discriminating against or complaint or participate in any proceeding under the EO. laint in English, WHD will accept the complaint in any arest WHD office at <b>www.dol.gov/whd/local</b>
ADDITIONAL INFORMATION	<ul> <li>the Secretary in the regulation</li> <li>Workers with disabilities who section 14(c) of the Fair Labor minimum wage rate.</li> <li>Some state or local laws may comply with both.</li> </ul>	Tederal construction and service contracts, as defined by ins. The se wages are governed by special certificates issued under for Standards Act must also receive no less than the full EO by provide greater worker protections; employers must EO is available at <b>www.dol.gov/whd/flsa/eo13658</b>
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UNEMPLOYMENT COMPENSA	UNITED STATES DEPARTM      MEDICIDE TO EMPLOYEE	N       TTY: 1-877-889-5627         www.dol.gov/whd       Image: WH1089         WH1089       REV 01/20         Notice To All Employees:       Information about
GRETCHEN WHITMER DEPARTMENT OF TALENT AN SOVERHOR UNEMPLOTME	UNITED STATES DEPARTO      MILLES	N       TTY: 1-877-889-5627         www.dol.gov/whd       Image: Comparison of the second secon
A claim for unemployment benefits begins the week it is file to unemployment benefits as directed by Unemp to a claim on the to a cation for unemployed for benefits as directed by Unemp to unay file your new, additional, or reopened claim on the U has and sign in with MiLogin to register or access your Mile to unay file your new, additional, or reopened claim on the U has and sign in with MiLogin to register or access your Mile to unay file your new, additional, or reopened claim on the U has and sign in with MiLogin to register or access your Mile to unay file your new, additional, or reopened claim on the U has and sign in with MiLogin to register or access your Mile to unay file your new, additional, or reopened claim on the U has and sign in with MiLogin to register or access your Mile to unay file your new, source your additional, or reopened claim on the U has and sign in with Milogin to register or access your Mile to unay file your additional or reopened claim on the U has and sign in with Milogin to register or access your Mile to -bodo-3060-0004.	EVENT OF THE STATES DEPARTMENT      MULTION STATES DEPARTMENT      MULTION	TY: 1-877-889-5627 www.dol.gov/whd WH108 REV 01/20 Notice To All Employees: <b>Information about</b> <b>UNET OF CONTRACTION OF CONTRACTION OF CONTRACT</b> This employer is covered by the <b>MICHIGAN EMPLOYMENT SECURITY ACT</b> Unemployment benefits are payable to qualified and eligible workers
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