

MICHIGAN LABOR LAW POSTINGS



WHISTLEBLOWER PROTECTION

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.

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.

FAIR EMPLOYMENT

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.

02-2024

RIGHT TO KNOW/SDS

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 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
www.michigan.gov/miosha

MIOASHCET #2105 (Rev. 12/18)

LEO is an equal opportunity employer/program.

As Required by the Michigan Right To Know Law

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
Construction Education and Training Division
(517) 284-7750

Printed on: _____
MIOASHCET #2105 (Revised 12/18)
LEO is an equal opportunity employer/program.

For further information visit our website at www.michigan.gov/miosha



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

SUSAN CORBIN
DIRECTOR

GENERAL REQUIREMENTS – EARNED SICK TIME ACT*

Your employer's "year" for the purposes of the Earned Sick Time Act is: _____

Number of Employees	Earned Sick Time Accrual		Employer May Limit Use To:
	10 or fewer employees	11 or more employees	
10 or fewer employees	1 hour for every 30 hours	1 hour for every 30 hours	40 hours in a year
11 or more employees	1 hour for every 30 hours	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, employees 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 employee 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 the 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 absence 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-AM-WAGE (1-855-464-6243)
WHD 9913 (Revised: 3/27/2025)

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.

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.

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

Visit the Claimant Roadmap

For complete information about your benefits and responsibilities, review the Unemployment Benefits in Michigan Claimant Handbook 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. UIA 1710 are available upon request to individuals with disabilities. (Rev. 3/25)

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

SUSAN CORBIN
DIRECTOR

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.

Effective Date	Minimum Hourly Wage Rate	Tipped Employee Minimum Hourly Rate	Reported Average Hourly Tips	85% ¹ 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 ²	\$6.30	\$8.70	\$12.75

The minimum hourly wage rate of an employee eligible to be considered tipped employees shall be 35% of the minimum hourly wage rate effective February 21, 2025; beginning January 1, 2026, it shall be 45% of the minimum hourly wage rate; beginning January 1, 2027, it shall be 55% of the minimum hourly wage rate; beginning January 1, 2028, it shall be 65% of the minimum hourly wage rate; beginning January 1, 2029, it shall be 75% of the minimum hourly wage rate; beginning January 1, 2030, it shall be 85% of the minimum hourly wage rate; and beginning January 1, 2031 and thereafter, it shall be 95% 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 subject to 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 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 for 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 or/and overtime.

LEO is an equal opportunity employer/program.
Auxiliary aids, services and other reasonable accommodations are available, upon request, to individuals with disabilities.
For further information visit our website at www.michigan.gov/wagehour • Toll Free 1-855-AM-WAGE (1-855-464-6243)
WHD 9904 (Revised • 2025)

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

SUSAN CORBIN
DIRECTOR

CHILD LABOR

STATE OF MICHIGAN

DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY

International Street
Youth Employment Standards Act of 1976, as amended

POSTING REQUIREMENT

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

Sec. 10. (1) A minor under 16 years of age or older in farming operations is subject to this act may be employed only as follows:
(a) During a time that is outside school hours.
(b) For not more than 3 hours per day during a week when school is in session.
(c) Between the hours of 7 a.m. and 5 p.m., during the period that begins on the date immediately following Labor Day and ends on May 31.
(d) Between the hours of 7 a.m. and 7 p.m., during the period that begins on the date immediately following Labor Day and ends on May 31.
(e) For not more than 18 hours during a week when school is in session.
(f) For not more than 40 hours during a week that is not a week 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 subsection (3), 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., 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:
1. 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.
2. The minor is employed for not more than 11 hours in 1 day.
3. 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 a week that is not a week when school is in session.
(4) The minor is not employed between 2 a.m. and 5:30 a.m.
(5) The agricultural processing employer must obtain the written acknowledgment of the minor's parent or guardian consenting to the period of employment authorized under this subsection.

(4) As used in this section:
"Agricultural processing" means the cleaning, sorting or packaging of fruits or vegetables.
"Farming operations involved in the production of seed" means farming activities and research involved in the production of seed, including plant breeding, hard seedification, roguing, or hoisting, and any other similar farming activity required for commercial seed production.
Holidays: 1976, Act 100, I.C.L. 619, § 11; 1978, Act 100, I.C.L. 619, § 11; 1979, Act 257, I.C.L. 284, § 1998; Act 496, I.C.L. 619, § 1999; Jan. 2000, Act 418, I.C.L. 619, § 2001; Jan. 2011, Act 157, I.C.L. 619, § 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: Acts 1980, Act 435, I.C.L. 619, § 11; 1987, Act 100, I.C.L. 619, § 11.

IMPORTANT: Administrative Rule, RSA 807 REQUIRES A MINOR SUBJECT TO ACT 90 BE SUPERVISED BY THE EMPLOYER ON ANY OTHER EMPLOYEE 16 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-AM-WAGE (1-855-464-6243) • (517) 284-7800 • FAX (517) 763-0110
www.michigan.gov/wagehour WHD 9919 04/2025

EARNED SICK TIME ACT



SUSAN CORBIN
DIRECTOR



GRETCHEN WHITMER
GOBERNADORA

Departamento de Trabajo y Oportunidad Económica de Michigan
División de Horas y Salarios
PO Box 30476
Lansing, MI 48909-7976
CARTEL OBLIGATORIO

SUSAN CORBIN
DIRECTORA

REQUISITOS GENERALES- LEY DE LICENCIAS POR ENFERMEDAD ACUMULADAS*

El "año" de su empleador a los fines de la Ley de Licencias por Enfermedad Acumuladas es: _____

Cantidad de empleados	Tasa de acumulación	El empleado puede limitar su uso a:
10 o menos empleados	1 hora por cada 30 horas	40 horas al año
11 empleados o más	1 hora por cada 30 horas	72 horas al año

- Según la política escrita de la empresa, las licencias por enfermedad acumuladas pueden transferirse de un año a otro o abonarse. Las empresas con 10 empleados o menos no están obligadas a permitir que un empleado utilice más de 40 horas de licencia por enfermedad acumulada en un solo año; las empresas con 11 empleados o menos no están obligadas a permitir que un empleado utilice más de 72 horas de licencia por enfermedad acumulada en un solo año.
- La licencia por enfermedad acumulada deberá comenzar a acumularse a partir de la fecha de entrada en vigor de esta ley, o al inicio del empleo del empleado, lo que suceda después.
- Un empleado puede utilizar la licencia por enfermedad acumulada según se la acumule. Los empleados recién contratados pueden estar sujetos a un período de espera de 120 días para su utilización.
- Un empleador cumple la ley si proporciona cualquier licencia remunerada por al menos al misma cantidad provista por esta ley que pueda utilizarse a los mismos fines y en las mismas condiciones dispuestas en esta ley y que se acumulen a una tarifa equivalente o mayor que la tarifa descrita en los incisos (1) y (2) del artículo 3 de la ley. La licencia remunerada incluye, entre otras cosas, vacaciones remuneradas, días personales y licencias remuneradas.
- Un empleador permitirá que un empleado utilice la licencia por enfermedad acumulada para cualquiera de los siguientes:
 - La enfermedad o lesión física o condición de salud del empleado o de uno de sus familiares; el diagnóstico médico, atención o tratamiento de la enfermedad o lesión física o condición de salud del empleado o la atención médica preventiva para el empleado;
 - Si el empleado o un miembro de su familia es víctima de violencia doméstica o agresión sexual, para recibir atención médica o asesoramiento psicológico o de otro tipo por lesiones o discapacidades físicas o psicológicas; para obtener servicios de una organización de servicios a las víctimas; para trasladarse debido a la violencia doméstica o agresión sexual; para obtener servicios legales; o para participar en cualquier procedimiento civil o penal relacionado con la violencia doméstica o agresión sexual o derivado de ella.
 - Para reuniones en la escuela o centro de atención del niño relacionadas con su salud o desarrollo, o con los efectos de la violencia doméstica o la agresión sexual en el niño, o
 - Por cierre del lugar de trabajo del empleado por orden de un funcionario público debido a una emergencia de salud pública; por la necesidad del empleado de cuidar a un niño cuya escuela o lugar de atención haya sido cerrado por orden de un funcionario público debido a una emergencia de salud pública; o cuando las autoridades de salud competentes o un proveedor de salud hayan determinado que la presencia del empleado o de un familiar suyo en la comunidad podría poner en peligro la salud de otras personas debido a la exposición del empleado o de un familiar suyo a una enfermedad transmisible.
 - Un empleador no podrá solicitar que un empleado busque o reemplazo como condición para utilizar la licencia por enfermedad acumulada.

Ejercicio de derechos

- Un empleador o cualquier otra persona no podrá intentar, restringir ni denegar el ejercicio o intento de ejercicio de cualquier derecho protegido según esta ley.
- Un empleador no tomará represalias contra el personal ni discriminará a un empleado porque el empleado haya ejercido un derecho protegido según esta ley. "Represalias contra el personal" significa la siguiente:
 - Denegación de cualquier derecho garantizado según esta ley.
 - Una amenaza, cese, suspensión, degradación, reducción de horas u otras medidas adversas contra un empleado o ex-empleado por ejercer un derecho garantizado por esta ley.
 - Sancciones contra un empleado que recibe beneficios públicos por ejercer un derecho garantizado según esta ley.
 - Interferencia o castigo por la participación de una persona de cualquier manera en una investigación, procedimiento o audiencia en virtud de esta ley.
 - La política de control de ausencias de una empresa no debe considerar la licencia por enfermedad acumulada en virtud de esta ley como una ausencia que pueda dar lugar a represalias personales.

Presentar un reclamo

Un empleado afectado por una supuesta violación, en cualquier momento en los 3 años posteriores a la supuesta violación o en la fecha en el empleado tuvo conocimiento de la supuesta violación, lo que sea posterior, puede hacer presentar un reclamo a la División de Horas y Salarios.

*Para ver la redacción precisa del estatuto, vea la Ley Pública 338 de 2018, con sus enmiendas.
Las personas con discapacidades pueden solicitar servicios y otras adaptaciones razonables.
www.michigan.gov/wagehour • Llamada gratuita al 1-855-AM-WAGE (1-855-464-6243)
WHD 9913 (Revisado 3/27/2025)

VETERANS BENEFITS AND SERVICES

Resources for Michigan Veterans

Military & Veterans Affairs Support

Michigan Department of Military and Veterans Affairs (DMVA)

- The DMVA grove 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: **800-273-TALK**
- Freedom of Information Act (FOIA) Requests: **517-481-7646**
- Michigan Rapids ID Card: **517-481-9874**
- Michigan Veterans Homes at Chesterfield Township: **866-210-7102**
- Michigan Veterans Homes D.J. Jacobetti (Marquette): **906-226-3576**
- Michigan Veterans Homes at Grand Rapids: **616-364-3300**

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 TTY at **800-799-4889** for those with hearing loss
- www.michigan.gov/VCS

VA Medical Centers

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

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

Staff Sergeant Parker Gordon Fox Suicide Prevention Grant Program
Supporting the mental wellness of Michigan veterans and their family members.

- 800-627-4638** or visit michigan.gov/SSGFox

Vet Center Hotline

- A free, around the clock confidential call center for veterans, service members and their families.
- 877-WAR-VETS (877-927-8387)**

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

- Packman warmline serves individuals living with persistent mental health challenges.
- 888-623-7458** or visit www.mcrec.va.gov/coaching/

Coaching Into Care

- Provides support to family members and friends who want to help the Veterans in their lives deal with substance abuse or mental health issues.
- 888-623-7458** or visit www.mcrec.va.gov/coaching/

Men's Therapy

- Men's mental health resources - destigmatizing mental health through humor, straight-shooting and practical tools.
- menstherapy**

Veterans Affairs Support

U.S. Department of Veterans Affairs (