

MICHIGAN Labor Laws

Michigan Department of Labor and Economic Opportunity

Wage and Hour Division PO Box 30476 Lansing, MI 48909-7976

GRETCHEN WHITMER GOVERNOR

REQUIRED POSTER

GENERAL REQUIREMENTS - MINIMUM WAGE and OVERTIME

SUSAN CORBIN

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

Employees must be paid at least:

Effective Date	Minimum Hourly Wage Rate	Tipped Employee		85%** Rate
		Minimum Hourly Rate	Reported Average Hourly Tips	1 05% Nate
January 1, 2023	\$10.10*	\$3.84	\$6.26	\$8.59
January 1, 2024	\$10.33*	\$3.93	\$6.40	\$8.78
January 1, 2025	\$10.56*	\$4.01	\$6.55	\$8.98

An increase in the minimum hourly wage rate as prescribed in subsection (1) does not take effect if the unemployment rate for this state, as termined by the Bureau of Labor Statistics, United States Department of Labor, is 8.5% or greater for the calendar year preceding the calendar rear of the prescribed increase. An increase in the minimum hourly wage rate as prescribed in subsection (1) that does not take effect pursuant to his subsection takes effect in the first calendar year following a calendar year for which the unemployment rate for this state, as determined by the Bureau of Labor Statistics, United States Department of Labor, is less than 8.5%.

Minors 16-17 years of age may be paid 85% of the minimum hourly wage rate.

Training Wage

A training wage of \$4.25 per hour may be paid to employees 16 to 19 years of age for the first 90 calendar days of employment.

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 equirements: employees exempt from the minimum wage provisions of the Fair Labor

An employee may either file civil action for recovery of unpaid minimum wages or 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.

Compensatory Time

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

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.

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 does not pay minimum wage and/or overtime.

LEO is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available, upon

request, to individuals with disabilities.

REV. 12/2023

SUSAN CORBIN

DIRECTOR

Enforcement

overtime, or they may file a complaint with the Department of Labor and Economic reasonable attorney fees. A civil fine of \$1,000 can be assessed to an employer who

www.michigan.gov/wagehour • Toll Free 1-855-4MI-WAGE (1-855-464-9243) WHD 9904

² in employment only ³ in housing only

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Paid Medical Leave

Michigan Department of Labor and Economic Opportunity

Lansing, MI 48909-7976

Wage and Hour Division PO Box 30476

GRETCHEN WHITMER GOVERNOR

REQUIRED POSTER **GENERAL REQUIREMENTS – PAID MEDICAL LEAVE ACT***

Coverage

he Paid Medical Leave Act, 2018 Public Act 338, as amended by 2018 Public Act 369, effective March 29, 2019, covers employers who employ 50 or more individuals. The act overs individuals engaged in service to an employer in the business of the employer and from whom an employer is required to withhold for federal income tax purposes. An eligible employee does not include executive, administrative, and professional overtime exempt employees, employees covered by a private collective bargaining agreement that is in effect, employees of the United States government, another state, or a political subdivision of another state, individuals whose primary work location is not in this state, ndividuals 16-19 years of age being paid the youth training wage in accordance with the Improved Workforce Opportunity Wage Act, temporary employees as described in the Michigan Employment Security Act, variable hour employees as defined by 26 CFR 54.4980H-1, employees covered by the Railway Labor Act and Railroad Unemployment nsurance Act, individuals employed by an employer for 25 weeks or fewer in a calendar year for a job scheduled for 25 weeks or fewer, individuals who worked, on average, ewer than 25 hours per week during the immediately preceding calendar year. (See section 2 of The Paid Medical Leave Act, 2018 Public Act 338.)

Paid Medical Leave Accrual

Paid medical leave accrual begins on March 29, 2019, or upon commencement of the employee's employment, whichever is later. Paid medical leave is accrued at a rate of 1 hour for every 35 actual hours worked; however, an employer is not required to allow accrual of over 1 hour in a calendar week or more than 40 hours in a benefit year. A benefit year any consecutive 12-month period used by an employer to calculate an eligible employee's benefits. Employees can carry over up to 40 hours of unused accrued paid medical eave from one benefit year to the next; however, employers are not required to allow employees to use more than 40 hours in a single benefit year. An employer may provide the total amount of paid medical leave all at once by providing at least 40 hours at the beginning of the benefit year or on the date that the individual becomes eligible during the benefit year on a prorated basis. If an employer adopts this practice, it does not have to permit employees to carry over unused leave to the next benefit year. (See section 3 of the Paid Medical Leave Act, 2018 Public Act 338).

Paid Medical Leave Usage

In employee may use paid medical leave as it is accrued except an employer may require an employee to wait until the 90th calendar day after commencing employment pefore using accrued paid medical leave. Paid medical leave must be used in 1-hour increments unless the employer has a different increment policy set forth in writing in an employee handbook or other employee benefit document. Employees must follow the employer's usual and customary notice, procedural, and documentation requirements for equesting leave. The employee must be allowed at least 3 days to provide documentation. Employees may take paid medical leave for any of the following:

- Physical or mental illness, injury, or health condition of the employee or his or her family member
- Medical diagnosis, care, or treatment of the employee or employee's family member
- Preventative care of the employee or his or her family member
- Closure of the employee's primary workplace by order of a public official due to a public health emergency The care of his or her child whose school or place of care has been closed by order of a public official due to a public health emergency
- 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

or domestic violence and sexual assault situations, employees may use paid medical leave for any of the following:

- Medical care or psychological or other counseling
- Receiving services from a victim services organization
- Relocation and obtaining legal services
- 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 Labor and Economic Opportunity (LEO) within 6 months of the alleged violation. LEO shall investigate a complaint and attempt mediation, where appropriate.

f 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 administrative fine of not more than \$1,000.00. An employer who willingly violates the posting requirement is subject to an administrative fine of not more than \$100.00 for each separate violation.

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

Auxiliary aids, services and other reasonable accommodations are available, upon request, to individuals with disabilities. www.michigan.gov/wagehour • Toll Free 1-855-4MI-WAGE (1-855-464-9243) WHD 9911

LEO is an equal opportunity employer/program.

REV. 08/2021

Notice To All Employees: Information about Unemployment Benefits

This employer is covered by the

landbook for Unemployed Workers at michigan.gov/uia.

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.

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

For complete information about your benefit rights and responsibilities, review the

STATE OF MICHIGAN **DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY** UNEMPLOYMENT INSURANCE AGENCY

UIA is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities. Michigan Department of Labor and Economic Opportunity

Unemployment Insurance Agency; Authority: Michigan Administrative Code, Section R 421.105; Paid for with federal funds.

REV. 12/2019

Attention Employees

The Michigan Whistleblowers' Protection Act (469 P.A. 1980) creates certain protections and obligations for employees and employers under Michigan law.

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

egulations 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 mployment because you take part in a public hearing, investigation, inquiry or court

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 oody that you know is false.

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

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 Safetyand 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 LAW

PROHIBITS DISCRIMINATION

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

BASED ON

religion, race, color, national origin, sex, disability, age1, marital 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

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

MICHIGAN DEPARTMENT OF CIVIL RIGHTS

Post in a conspicuous place.

REV 02/2017

GRETCHEN WHITMER

STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY

Informational Sheet: Youth Employment Standards Act 90 of 1978, as amended POSTING REQUIREMENT

MCL 409.110 Minor under 16 years; days and hours of (3) A person may employ a minor 16 years of age or older in Sec. 10. A minor under 16 years shall not be employed in an occupation subject to this act for more than 6 days in 1 week,

nor for a period longer than a weekly average of 8 hours per day or 48 hours in 1 week, nor more than 10 hours in 1 day. The ninor shall not be employed between the hours of 9 p.m. and a.m. A minor who is a student in school shall not be employed nore than a combined school and work week of 48 hours during the period when school is in session.

MCL 409.111 Minor 16 years and over; days and hours of employment; employment in agricultural

(b) An average of 8 hours per day in 1 week.

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

(c) Ten hours in 1 day (d) Subject to subdivision (e), 48 hours in 1 week. (e) If the minor is a student in school and school is in session, 24 hours in 1 week. (2) Except as provided in subsection (3), a person shall not

employ a minor 16 years of age or older between 10:30 p.m. and

6 a.m. However, except as provided in subsection (3), a person may employ a minor 16 years of age or older who is a student in school until 11:30 p.m. on any of the following days: (a) On Fridays and Saturdays.

assistance in obtaining SDS from the:

www.michigan.gov/miosha

MIOSHA/CET #2105

(b) During school vacation periods (c) During periods when the minor is not regularly enrolled

Employers must make available for employees in a readily accessible

manner, Safety Data Sheets (SDS) for those hazardous chemicals in their

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

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 nditions are met: If a minor is a student in school, the period greater than the periods described in subsections (1) and (2) occurs when school

(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

(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. (4) As used in this section: (a) "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 detasseling, handpollination, roguing, or hoeing, and any other similar arming activity required for commercial seed production. History: Am. 1978, Act 90, Eff. June 1, 1978 ;-- Am. 1995, Act 251, Eff. Mar. 28, 1996 ;-- Am. 1996, Act 499, Imd. Eff. Jan. 9, 1997 ;-- Am. 2000, Act 418, Imd. Eff. Jan. 8, 2001 ;-- Am. 2011, Act 197,

This Workplace Covered by the Michigan Right To Know Law

Imd. Eff. Oct. 18, 2011 MCL 409.112 Meal and rest period.

Sec. 12. A minor shall not be employed for more than 5 hours continuously without an interval of at least 30 minutes for a

REV.08/2021

meal and rest period. An interval of less than 30 minutes shall

MCL 409.112a Prohibition of minors working alone in

occupation involving a cash transaction after sunset

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

REQUIRES A MINOR SUBJECT TO ACT 90 BE SUPERVISED

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

FAX (517) 763-0110

www.michigan.gov/wagehour

Toll Free: 1-855-4MI-WAGE (1-855-464-9243) • (517) 284-7800 •

BY THE EMPLOYER OR ANOTHER EMPLOYEE 18 YEARS

18 years of age or older is present at the fixed location during

History: Add. 1980, Act 436, Eff. Mar. 31, 1981.

IMPORTANT: Administrative Rule, R408.6207

not be considered to interrupt a continuous period of work.

or 8 p.m. at fixed location

OF AGE OR OLDER

MIOSHA Michigan Occupational

Safety and Health Administration

SDS(s) For This Workplace Are Located At

Location(s)

Phone

LEO is an equal opportunity employer/program.

REV. 12/2019

QR CODE) Scan with phone camera: Go to: JJKeller.com/LLPverify **ONLINE** Enter this code: **69400-012024**

J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868

MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY (LEO) MIOSHA/CET #2106 Location(s) MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION LEO is an equal opportunity employer/program. GENERAL INDUSTRY SAFETY AND HEALTH DIVISION (517) 284-7750 CONSTRUCTION SAFETY AND HEALTH DIVISION AND ASBESTOS LICENSING Michigan Occupational Safety and Health Administration Person(s) responsible for SDS(s) (517) 284-7680

> To update your labor law posters contact **TWO** ways to verify poster compliance!

Copyright 2024 J. J. Keller & Associates, Inc. • Neenah, WI • Printed in the USA This poster is in compliance with state posting requirements.

Receipt Date

Consultation Education and Training Division (517) 284-7720 Paid in part with Federal OSHA funds.

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

Michigan Department of Labor and Economic Opportunity (LEO) Michigan Occupational Safety and Health Administration

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.

inspection or investigation.

violation is corrected, whichever is later.

COMPLAINTS: Employees and employee representatives who believe that

an unsafe or unhealthful condition exists in their workplace have the right to

request an inspection by giving written notice to the Michigan Department of

Labor and Economic Opportunity. If a condition exists which may present an

immediate danger, the Department should be notified in the most expedient

manner without regard to a written notice. The names of complainants will

Employees also have the right to bring unsafe or unhealthful conditions to

the attention of the department representative during the conduct of an

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

The U.S. Department of Labor is monitoring the operation of the Michigan

Occupational Safety and Health Administration (MIOSHA) to assure the

Regional Office of OSHA, 230 South Dearborn, Chicago, Illinois 60604.

effective administration of the state act. Any person may make a written

complaint regarding the state administration of the state act directly to the

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

The Act provides for first instance penalties of up to \$7,000 for a violation.

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

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

the Department in response to an employer appeal.

Board of Health and Safety Compliance and Appeals any decision issued by

Criminal penalties also are provided for in the Act. A person who knowingly

punishable by a fine of up to \$10,000 or may be imprisoned for not more than

upon conviction, is punishable by a fine of up to \$10,000 or by imprisonment

VOLUNTARY ACTIVITY & COMPLIANCE ASSISTANCE: The act encourages

The Michigan Department of Labor and Economic Opportunity offers limited

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

health for both employer and employee groups. Requests for service should

governing maritime operations of long shoring, shipbuilding, ship breaking and ship repairing. These issues are not covered by the Michigan Plan for

Michigan Department of Labor and Economic Opportunity

..1-800-866-4674

..1-800-858-0397

...1-844-464-6742

Michigan Occupational Safety and Health Administration

The U.S. Department of Labor will continue to enforce federal standards

available to conduct seminars and training relative to occupational safety and

on-site consultation assistance to employers to assist them in achieving

makes a false statement or report pursuant to the Act upon conviction is

6 months or both. Any willful violation resulting in death of an employee,

maximum monetary penalty and is punishable by imprisonment for up to

for not more than one year or both. A second conviction doubles the

employers and employees to reduce workplace hazards voluntarily.

be addressed to the department at the address shown below.

530 W. Allegan Street, P.O. Box 30643

Lansing, Michigan 48909-8143

www.michigan.gov/miosha

Occupational Safety and Health.

MORE INFORMATION:

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!

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

MIOSHA/CET 2010

As Required by the Michigan Right To Know Law

TO BE POSTED THROUGHOUT THE WORKPLACE NEXT TO THE SAFETY DATA SHEETS (SDS) LOCATION POSTERS

New or Revised SDS

MIOSHA Injuries/Illnesses Reporting

each such violation. Employers may appeal the alleged citation, the proposed

Penalties of up to \$7,000 per day may be assessed for failure to correct a

Economic Opportunity within 30 days of the alleged discrimination.

be kept confidential and not revealed upon the request of the employee.

The Michigan Occupational Safety and Health Act (MIOSH Act), Act No.

health protection for Michigan employees through the maintenance of

safe and healthful working conditions. Under the MIOSH Act and a state

plan approved in September 1973 by the U.S. Department of Labor, the

for administering the Act. Department representatives conduct job site

safety and health standards.

industry or the public sector.

pursuant to the Act.

Michigan Department of Labor and Economic Opportunity is responsible

inspections and investigations to ensure compliance with the Act and with

The contents of this poster describe many important provisions of the Act.

EMPLOYER REQUIREMENTS: MIOSHA requires that each employer:

cause death or serious physical harm to the employee.

accomplished by calling 1-800-858-0397.

calling 844-464-6742 (4MIOSHA).

citation by the employer.

closing conferences.

pursuant to the Act.

inspection or investigation.

New or Revised SDS

New or Revised

These provisions apply equally to employers and employees in either private

Furnish to each employee employment and a place of employment

which is free from recognized hazards that are causing or are likely to

Comply with promulgated rules and standards and with orders issued

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.

Notify the Michigan Department of Labor and Economic Opportunity

Notify the Michigan Department of Labor and Economic Opportunity

Make available to employees, for inspection and copying, all medical

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

Give the representative of employees the opportunity to accompany

the department during the inspection or investigation of a place of

benefits or discriminate against the representative of employees for

Provide personal protective equipment, at the employer's expense,

Not permit an employee, other than an employee whose presence

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

To promptly notify an employee who was or is being exposed to toxic

materials or harmful physical agents in concentrations or at levels which

Comply with promulgated rules and standards and with orders issued

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

representative and a representative of employees be given an opportunity to

accompany the department representative for the purpose of aiding in the

representative will consult with a number of employees concerning matters

Fatality Hotline . . .

Michigan Occupational Safety and Health Administration

is necessary to avoid, correct or remove an imminent danger, to

when it is specifically required by a MIOSHA standard.

Department identifying that an imminent danger exists.

EMPLOYEE REQUIREMENTS: MIOSHA requires that each employee:

INSPECTIONS/INVESTIGATIONS: Inspections and investigations are

onducted by trained personnel. The Act requires that an employer

If a representative of employees does not participate, the department

exceed those prescribed by a MIOSHA standard.

the use thereof by any other person.

of safety or health in the place of employment.

employment and to prohibit the suffering of any loss of wages or fringe

time spent participating in the inspection, investigation, or opening and

amputations and losses of an eye. Notification may be accomplished by

records and health data in the employer's possession pertaining to that

within 8 hours of any work-related fatality. Notification may be

within 24 hours of all work-related inpatient hospitalizations,

154 of the Public Acts of 1974, as amended, provides job safety and

Posting Date

Location of New or Revised SDS

REV. 06/2021

REV. 12/2019