

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.

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 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.

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, 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.

If you think you have been discriminated against, you may laint with the M 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



loyers must make available for employees in a readily accessible ner, Safety Data Sheets (SDS) for those hazardous chemicals in

Employees cannot be discharged or discriminated against for exercising their rights including the request for information on

Michigan Department of Labor and Economic Opportunity (LEO)
Michigan Occupational Safety and Health Administration
General Industry Safety and Health Division (517) 284-759
Construction Safety and Health Division (517) 284-759
Construction Safety and Health Division and Asbestos Licensing (517) 284-7680

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



Location(s)

SDS(s) For This

Workplace Are

Located At

As Required by the Michigan

Right To **Know Law** 

**New or Revised** 

D BE POSTED THROUGHOUT THE DRKPLACE NEXT TO THE SAFETY DATA SHEETS (SDS) CATION POSTERS		2D2	
New or Revised	Receipt Date	Posting Date	Location of New or Revised SDS
			5
chigan Department of Labor and Economic Oy chigan Occupational Safety and Health Admin nasultation Education and Training Division 17) 284-7720	istration Federa MIOSHA/CET	d in part with al OSHA funds. W2106 (Revised 12/19) ortunity employer/program.	WIOSHA Wikidgan Goupatived Safety and Health Administration For further information visit our website at: www.michiaan.gov/miosha

## Michigan Department of Labor & Economic Opportunity Wage and Hour Division

10 or fewer employees 1 hour for every 30 hours
11 or more employees 1 hour for every 30 hours

GRETCHEN WHITMER

GOVERNOR

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, employers 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

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 botain 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

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 a public health emergency, or when it has been determined by the health authorities having justiciation 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

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 retailatory personnel action or discriminate against an employee because the employee has exercised a right protected under this act.

Deniel of any right guaranteed under this act.

A threat, discharge, suspension, demotion, eduction of hours, or other adverse action against an employee or former employee for a fight guaranteed under this act.

Interference with, or punishment for, an individual's participation in any manner in an investigation, proceeding, or hearing under this

Complain 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 indiviwww.michigan.gov/wagehour = Toll Tree 1-855-4MI-WAGE (1-855-464-9243)
WH0 9911 (Revised 2/77/2015)

UNEMPLOYMENT INSURANCE

**Unemployment Benefits** 

MICHIGAN EMPLOYMENT SECURITY ACT

Unemployment benefits are payable to qualified and eligible workers

of this employer through Michigan's Unemployment Insurance Agency.

If you become unemployed, you can file your new unemployment claim or reopen an established claim online through the Michigan Web Account

MINIMUM WAGE

Wage and Hour Division PO Box 30476

Lansing, MI 48909-7976
REQUIRED POSTER
GENERAL REQUIREMENTS - MINIMUM WAGE and OVERTIME

rnimum Hourly Wage Tipped Employer
Rate Minimum Hourly

ent of Labor and Economic Opportunity

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

**Notice To All Employees:** 

This employer is covered by the

For complete information about

your benefit rights and responsibilities, review the

Handbook for Unemployed

DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY

nore employees 16 years of age and olde

February 21. 2025

January 1, 2026

he following

UNEMPLOYMENT INSURANCE AGENCY

Workers at michigan.gov/uia.

Information about

File an unemployment claim online

PO Box 30476 Lansing, MI 48909-7976 REQUIRED POSTER

GENERAL REQUIREMENTS – EARNED SICK TIME ACT\* DIRECTOR Earned Sick Time Accrual

Number of Employees Minimum Accrual Rate Employer May Limit Use To:



40 hours in a year 72 hours in a year





nento de Trabajo y Oportunidad Económica de Michigan

LABOR & ECONOMIC

División de Horas y Salarios
PO Box 30476
Lansing, Mi 48909-7976
CARTEL OBLIGATORIO
REQUISITOS GENERALES - LEY DE LICENCIAS POR ENFERMEDAD
ACUMULADAS\*
de la la var de Licencias por Enfermedad acumisates es:

Acumulación de licencia por enfermedad
Cantidad de empleados Tasa de acumulación ininima
10 o menos empleados 1 hora por cada 30 horas uso a: 40 horas al año

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

remuneraidas.

Usos de la licencia por enfermedad acumulada
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,
enfermedad o lesión física o condición de salud del empleado; o la atención médica preventiva para el empleado:

entermesad o tesion 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 vicilima de violencia do méstica o apresión sexual, para recibir atención médica o asesoramiento psicológico o de otro tipo por tesiones o discapacidades físicas o psicológicas: para obtener servicios de una organización de servicios a las vicinas; para trastadarse debido a la violencia doméstica o agresión sexual; para obtener servicios legales; o para participar en cualquier procedimiento civil o penar 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 discapacidad, o con los efectos de la violencia doméstica o la agresión sexual en el niño; o

Un empleador no podrá solicitar que un empleado busque o asegure un reemplazo como condición para utilizar la licencia por en

Ejercicio de derechos

Deleador o cualquier otra persona no podrá interferir, restringir ni denegar el ejercicio o intento de ejercicio de cualquier de do según esta lev.

# **Resources for Michigan Veterans**

## Military & Veterans Affairs Support

Michigan Department of Military and Veterans Affairs (DMVA)
The DMVA grows 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-TALI

Freedom of Information Act (FOIA) Requests: 517-481-7646 Michigan Rapids ID Card: 517-481-9874

Michigan Veteran Homes at Grand Rapids: 616-364-5300

# Veterans Crisis Line Confidential crisis support for veterans and their loved ones Contact the Veterans Crisis Line:

ant Parker Gordon Fox Suicide Pro 800-642-4838 or visit Michigan.gov/SSGFox

The Women Veterans Call Center

Michigan Department of Health and Human Services

Warmline: 888-733-7753

Man Therapy®

**Veterans Affairs Support** 

\* GLBill hotline: 888

## Education, Workforce & Job Training Resources

800-285-WORKS (9675) or visit MichiganWorks.org

Pure Michigan Talent Connect

Pathfinder Map your future using Michigan's free career exploration tool.

\* pathfinder.mitalent.org/

Veterans' Employment Services Michigan.gov/VES

Michigan Department of Labor and Economic Opportunity

Income Tax Credit for Property Tax Paid

Military and Veteran Plate/ID Options

**Unemployment Benefits** 

Legal Services

nnected problems with their civilian e 866-4-USA-DOL (1-866-487-2365)

LABOR & ECONOMIC

# MICHIGAN SAFETY AND HEALTH

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 DOCUMENT. ED, REQUIRES POSTING OF THIS DOCUMENT IN A CENTRAL AND UOUS LOCATION. FAILURE TO DO SO MAY RESULT IN A PENALTY.

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

unsafe or unhealthful condition exists in their workplace have the right to request
for Michigan employees through the maintenance of safe and healthful working
an inspection by giving written notice to the Michigan Department of Labor and
conditions. Under the MICSH Act and a state plan approved in September 1973

Economic Opportunity. If a condition exists which may present an immediate
by the U.S. Department of Labor, the Michigan Department of Labor and Economic
danger, the Department should be notified in the most expedient manner without

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.

Comply with promulgated rules and standards and with orders issued pursuant to the Act.

alling 1-800-858-0397

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.

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.

Provide personal protective equipment, at the employer's expense, when it is specifically required by a MIOSHA standard. 

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.

The U.S. Department of Labor will continue to enforce fe maritime operations of long shoring, spibuliding, in a continue to the provided of the provided of

INSPECTIONS/INVESTIGATIONS: Inspections and investigations are conducted ted personnel. The Act requires that an employer representative and a intervention of employees be given an opportunity to accompany the department antitute for the purpose of aiding in the inspection or investigation. Michigan Department of the purpose of aiding in the inspection or investigation.

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 held thin the place of employment.

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All this properties the department of the properties of t

пье оз. рерагилент or 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.

# THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!



..... 1-800-858-0397 MIOSHA Injuries/Illnesses Reporting ...... 1-844-464-6742 Consultation and Training Assistance ...... 1-517-284-7720

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 willtuply 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 period as to the Department and to the Board of Health and Safety. Compliance and Appeals. Employees may appeal the ableade ment period in a similar manner. Employees also may appeal to the Board of Health and Safety. Compliance and Appeals are sufficiently and the Board of Health and Safety. Compliance and Appeals any decision issued by the Department in response to an employer appeal.

Criminal penaltiles 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.

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.

MICHGAN DEPARTMENT OF LABOR & ECONOMIC OPPORTUNITY

11 empleados o más. I hora por cada 30 horas | 72 horas al año |
11 empleados o más. I hora por cada 30 horas | 72 horas al año |
12 empleados o más. I hora por cada 30 horas | 72 horas al año |
13 empleados o más. I hora por cada 30 horas | 74 horas al año |
14 empleados o menos no están obligadas a permitir que un empleado utilica 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 utilica 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, loque se usceda después. Un empleado puede utilizar la licencia por enfermedad acumulada según se la acumula. Los empleados reción contratados pueden estar sujetos a periodo de espera de 120 días para su utilización.
Un empleador cumple la ley si proporciona cualquier licencia remunerada por a menos al misma cantidad provista por esta ley que qued utilizarse a los mismos fines y en las mismas condiciones dissouestas en esta ley y que se acumulen a una tarífa equivalente o mayor que la tarifa descrita en alos mismos fines y en las mismas condiciones dissouestas en esta ley y que se acumulen a una tarífa equivalente o mayor que la tarifa descrita en las mismos fines y en las mismas condiciones dissouestas en esta ley y que se acumulen a una tarífa equivalente o mayor que la tarifa descrita en la complexa de la complexa

Por cierre del lugar de trabajo del empleado por orden de un funcionario público debido a una emergencia de salud pública; por la n empleado de cuidar a un niño cuya escuela o lugar de atención haya sido cerrado por orden de un funcionario público debido a una er asulud pública; o cuando las autoridades de salud competentes o un proveedor de salud hayan determinado que la presencia del emple familiar suyo en la comunidad podría pomer en peligro la salud de dras personas debido a la exposición del empleado o de un familia

sejdo según esta ley. 
empleado no tomará represalias contra el personal ni discriminará a un empleado porque el empleado haya ejercido un derecho pr
un esta ley. "Represalia contra el personal significa lo siguiente:

Denegación de cualquier derecho granitizado según esta ley:

Una amenaza, cese, suspensión, degradación, reducción de horas u otras medidas adversas contra un empleado o ex-empleado
un derecho garantizado por esta pensión degradación, reducción de horas u otras medidas adversas contra un empleado o ex-empleado
un derecho garantizado por esta pensión de considera de con

**VETERANS BENEFITS AND SERVICES** 

Mental Health & Substance Abuse Services

# Michigan Secretary of State

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 60004.

. I Township: **586-210-7102** 

Call TTY at 800-799-4889 for those with hearing loss

LABOR & ECONOMIC OPPORTUNITY

Coverage
The Improved Workforce Opportunity Wage Act (IWOWA), Public Act 337 of 2018 covers employers who employ 2 or Reported Average Hourly Tips \$11.67

rs of age for the first 90 calendar days of employmen requirements: employees exempt from the minimum way visions of the Fair Labo the following are exempt into rover the requirements: employees exempt non the niminative mage provisions to the Para Lead handards Act of 1938, 29 USC 201 to 219 (except feath offmests exervice employees), professional, administrative, or execumployees, elected officials and pollicat appointees, employees of amusement and recreational establishments operating in an 7 months of the year, agricultural employees, and any employee on studject to the initimum wage provisions of the value of the year, agricultural employees, and any employee on studject to the initimum wage provisions of the value of the year agricultural employees and any employees on studject to the initimum wage provisions of the value of the year agricultural employees.

An employee may either file civil action for recovery or Department of Labor and Economic Opportunity. The wages or overtime due the employee and all employee wages and/or overtime, plus an equal additional aims of \$1,000 can be assessed to an employer who do assessed to an employer who does not pay minimum was the properties of the properties of the pay minimum was the properties of the properties of the pay minimum was the properties of the properties of the pay minimum was the properties of the prop

Enforceme

**CHILD LABOR** 

GRETCHEN WHITMER 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 employment.

| San 10 71\ A minor under 16 years of age whose employment is subject to this act may be employed only as follows

L 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 An average of 8 hours per day in 1 week.
Ten hours in 1 day.
Subject to exhaus: (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.

(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: If a minor is a student in school, the period greater than the periods described in subsections (1) and (2) occurs when school is not if a minor is a student in school, the period greater than the periods described in subsections (1) and (2) occurs when school is not if a minor is subsection (3) and (3) occurs when school is not if a minor is subsection (3) and (3) occurs when school is not if a minor is subsection (3) and (3) occurs when school is not if a minor is subsection (3) occurs when school is not if a minor is subsection (3) occurs when school is not in the school is not in the school in the school is not in the school in the school is not in the school in the school in the school is not in the school in the school in the school is not in the school in the school in the school in the school is not in the school in the sc The minor is employed for not more than 11 hours in 1 day.

The minor is employed for not more than 11 hours in 1 day.

The minor is employed for not more than 12 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.

The minor is not employed between 2 a.m. and 5:30 a.m.

The minor is not employed between 2 a.m. and 5:30 a.m.

The gradultral processing employer maintains on file a written acknowledgment of the minor's parent or guardian consert to the period of employment authorized under this subsection.

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

WAGE AND HOUR DIVISION
P.O. Box 39A76 • Lansing, Michigan 48909-7976

OVERNIGHT MAIL ADDRESS: 2407 N. GRAND RIVER - LANSING, MICHIGAN 48906

Toll Free: 1-855-4M-WAGE (1-855-48-9243) • (517) 284-7800 • FAX (517) 763-0110

www.michigan.gov/wage/bour

WHD 9919 04/2025

WAGE AND HOUR DIVISION

ertime, or they may file a compla omplaint and file civil action to co y under this act can include unpa

LEO is an equal opportunity employer/program.
reasonable accommodations are available, upon request, to individuals with disabilities.
ngowwageflour \*\* Tof Free 1:85-540H/WACE (1:855-464-9243)
WHD 9904 (Revised \* 2:2025)

g a time that is outside school hours.
of more than 3 hours per day during a week when school is in session.
sen the hours of 7 a.m. and 9 p.m. during the period that begins on June 1 and ends on Labor Day.
sen the hours of 7 a.m. and 7 p.m. during the period that begins on the date immediately following Labor Day and ends

(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) As used in this section.
(b) "Agricultural processing" means the cleaning, sorting or packaging of fruits or vegetables.
(b) "Farming operations involved in the production of seed" means farming activities and research involved in the production of seed, including plant detasseling, hard-pollination, roughing, or hosing, and any other similar farming activity required for commercial to the production of seed. 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, Imd. Eff. Oct. 18, 2011

p.m. at fixed location.

Sec. 12a. A mixer 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 surset or 8 p.m., whichever is earlier, at a fixed location unless an employer or other employer 6 tyeers or dage or older is present at the fixed location during those hours.

History: Add. 1980, Act 436, Eff. Mar. 31, 1981. IMPORTANT: Administrative Rule, R408.6207 <u>REQUIRES</u> A MINOR SUBJECT TO ACT 90 BE SUPERVISED BY THE EMPLOYER OR ANOTHER EMPLOYEE 16 YEARS OF AGE OR OLDER

VA Medical Centers

877-WAR-VETS (877-927-8387)

Coaching Into Care
Provides support to family members and friends who war lives deal with substance abuse or mental health issues.

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

VOLUNTARY ACTIVITY & COMPLIANCE ASSISTANCE:: The act encourages

SUSAN CORBIN

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

Comply with promulgated rules and standards and with orders issued pursuant to the Act.