

WHISTLEBLOWER PROTECTION ACT ATTENTION EMPLOYEES The Michigan Whistleblowers' Protection Act (469 PA 1980) creates certain protections and obligations for employees and employers under Michigan law.

EMPLOYEE POLYGRAPH PROTECTION ACT EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL Know Your Rights: Workplace Discrimination is Illegal The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment.

MICHIGAN MINIMUM WAGE Michigan Department of Labor and Economic Opportunity Wage and Hour Division PO Box 30476, Lansing, MI 48909-7976

USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT YOUR RIGHTS UNDER USERRA USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of education, and applicants to the uniformed services, and applicants to the uniformed services.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government.

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.

HEALTH INSURANCE PROTECTION If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military.

PROTECTED VETERAN STATUS The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against disabled veterans and their spouses.

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

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

EARNED SICK TIME ACT Michigan Department of Labor and Economic Opportunity Wage and Hour Division PO Box 30476, Lansing, MI 48909-7976

RIGHT TO KNOW LAW The Michigan Department of Labor and Economic Opportunity (LEO) Michigan Occupational Safety and Health Administration (MOSHSA)

EMPLOYER: PLEASE POST THIS NOTICE FOR YOUR EMPLOYEES TO SEE! This notice is intended to inform employees of their rights under the Michigan Workers' Disability Compensation Act.

Exercise of Rights An employer or other person shall not interfere with, restrain, or attempt to restrain, or 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.

ANTI-DISCRIMINATION NOTICE It is illegal to discriminate against work-authorized individuals. Employees CANNOT specify which document(s) they will accept from an employee.

FEDERAL MINIMUM WAGE EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

CHILD LABOR LAWS STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY Informational Sheet Youth Employment Standards Act 90 of 1978, as amended

OCCUPATIONAL SAFETY AND HEALTH PROTECTION MICHIGAN SAFETY AND HEALTH PROTECTION ON THE JOB THE MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ACT, 1974 P.A. 154, AS AMENDED, REQUIRES POSTING OF THIS DOCUMENT IN A CENTRAL AND CONSPICUOUS LOCATION.

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WITHHOLDING STATUS YOU MAY NEED TO CHECK YOUR WITHHOLDING Since you last filed form W-4 with your employer did you... Are you divorced? Are you gainfully employed? Are you a student?

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DISCRIMINATION MICHIGAN LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT, EDUCATION, HOUSING, PUBLIC ACCOMMODATION, LAW ENFORCEMENT OR PUBLIC SERVICE

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

FMLA - FAMILY AND MEDICAL LEAVE ACT Your Employee Rights Under the Family and Medical Leave Act The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons.

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.

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER! MOSHSA Complaint Hotline 1-800-866-4674 Fatality Hotline 1-800-858-0397

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR 1-866-487-9243 www.dol.gov/agencies/whd

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