

Michigan State Protection



ATTENTION EMPLOYEES

The Michigan Whistleblowers' Protection Act (469 P.A. 1900) 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 because of your whistleblower, terms, conditions, location or privileges of employment because you are a person acting on your behalf or report or to subject you to 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 have participated 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: You believe that your employer has violated this Act or the rights of your employer under any collective bargaining agreement.

PENALTIES: Penalties found in violation of this Act may be subject to a civil fine of up to \$550.00.

If your employer has violated this Act the court can order your reinstatement, the amount of back wages, reimbursement of fringe benefits and attorney's fees, actual damages, or any combination of these remedies. The court may also award you reasonable attorneys' fees, including reasonable attorney's fees and attorney fees to the complainant. The court has authority to award punitive damages. Michigan Occupational Safety and Health Administration (MOSHA). Visit our website at www.michigan.gov/mosha for additional information.

This Workplace Covered by the Michigan Right To Know Law

SDS(s) For This Workplace Are Located At

Location(s) _____

Location(s) _____

Person(s) responsible for SDS(s) _____

Phone _____

Employers must make available for employees in a readily accessible manner, Safety Data Sheets (SDS) for those hazardous chemicals in their workplace.

Employers 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 request for more information.

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) as an equal opportunity employer/program.

Michigan Department of Labor and Economic Opportunity
General Inquiry: 1-800-487-4742
(517) 284-7720
Occupational Safety and Health Administration (OSHA) (517) 284-7460

www.michigan.gov/mosha
LEO is an equal opportunity employer/program. (Rev. 12/19)

Michigan Department of Labor and Economic Opportunity

Informational Sheet: **YOUTH EMPLOYMENT STANDARDS ACT 90 of 1978, as amended**

POSTING REQUIREMENT

Sec. 100.110 (10) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (11) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (12) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (13) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (14) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (15) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (16) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (17) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (18) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (19) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (20) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (21) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (22) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (23) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (24) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (25) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (26) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (27) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (28) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (29) New worker 16 years, does not require the posting of a notice.

Sec. 100.110 (30) New worker 16 years, does not require the posting of a notice.

As Required by the Michigan Right To Know Law

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

Now or Revised Receipt Date Posting Date Location of New or Revised SDS

New or Revised SDS

Michigan Department of Labor and Economic Opportunity (LEO) Michigan Occupational Safety and Health Administration (OSHA) Consultation, Education and Training Division (517) 284-7720

LEO is an equal opportunity employer/program.

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.

The Michigan Occupational Safety and Health Act (MOSHA) Act No. 154 of the Public Acts of 1974, as amended, provides job safety and health protection for Michigan employees through the regulation of safe and healthful working conditions.

The contents of this poster describe many important provisions of the Act. These provisions apply to employers and employees in other public health or public sectors.

EMPLOYER REQUIREMENTS: MOSHA requires that each employer:

1. 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.

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

3. Post this and other notices and use other appropriate measures to keep his or her employees informed of their production and obligations under the Act, including the provisions of applicable rules and standards.

4. Notify the Michigan Department of Labor and Economic Opportunity within 8 hours of any work-related incident, hospitalization, amputation and loss of an eye. Notification may be accomplished by calling 1-800-858-0397.

5. Notify the Michigan Department of Labor and Economic Opportunity within 24 hours of all work-related occupational fatalities, amputations and loss of an eye. Notification may be accomplished by calling 844-664-6742 (4MOSHA).

6. Make available to employees, for inspection and copying, all material records and health data in the employer's possession pertaining to that employee.

7. Afford an employee an opportunity with or without compensation to attend all meetings between the Department of Labor and Economic Opportunity and the employer relative to any appeal of a citation by the employer.

8. 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.

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

10. Not permit an employee, other than an employee whose presence is necessary to avoid, correct or remove an imminent danger, to 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 Department identifying that an imminent danger exists.

11. To properly notify an employee who is or being exposed to toxic materials or harmful physical agents in concentrations or at levels which exceed those prescribed by a MOSHA standard. Employees REQUIREMENTS: MOSHA requires that each employer:

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

2. Not remove, discharge, destroy, or carry off a safeguard furnished, provided for, used in a place of employment, or interfere in any way with the use thereof by any other person.

MICHIGAN SAFETY AND HEALTH PROTECTION ON THE JOB

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Resources for Michigan Veterans

Military & Veterans Affairs Support
Michigan Department of Military and Veterans Affairs (DMAVA)
1-800-487-4742
www.michigan.gov/dmava

Education, Workforce & Job Training Resources
Michigan Workforce Agencies
1-800-487-4742
www.michigan.gov/workforce

Mental Health & Substance Abuse Services
Veterans Crisis Line
1-800-273-8255
www.veteranscrisisline.net

VA Medical Centers
Michigan Department of Veterans Affairs
1-800-487-4742
www.michigan.gov/va

Michigan Department of Labor and Economic Opportunity
1-800-487-4742
www.michigan.gov/leo

Michigan Department of Health and Human Services
1-800-487-4742
www.michigan.gov/mda

Michigan Department of Social Services
1-800-487-4742
www.michigan.gov/dss

Michigan Department of Transportation
1-800-487-4742
www.michigan.gov/mdot

Michigan Department of Treasury
1-800-487-4742
www.michigan.gov/treasury

Michigan Department of Workforce Development
1-800-487-4742
www.michigan.gov/workforce

Michigan Department of Education
1-800-487-4742
www.michigan.gov/education

Michigan Department of Natural Resources
1-800-487-4742
www.michigan.gov/dnr

Michigan Department of Public Safety
1-800-487-4742
www.michigan.gov/dps

Michigan Department of State
1-800-487-4742
www.michigan.gov/dsa

Michigan Department of Technology, Management & Information Services
1-800-487-4742
www.michigan.gov/tmis

Michigan Department of Corrections
1-800-487-4742
www.michigan.gov/doc

Michigan Department of Energy, Environment & Natural Resources
1-800-487-4742
www.michigan.gov/deenr

Michigan Department of Insurance
1-800-487-4742
www.michigan.gov/insurance

Michigan Department of Health Services
1-800-487-4742
www.michigan.gov/health

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!

MOSHA Compliance Hotline 1-800-866-4674
OSHA Injuries/Incidents Reporting 1-800-355-0297
Consultation and Training Assistance 1-517-284-7720

Notice to Employers / Employees

Posting a notice regarding the aspects of this law. Employers are required to post this notice in a central location. Employees are required to post this notice in a central location. This notice applies to all Michigan workers. This notice is required to be posted in a central location. This notice is required to be posted in a central location.

Notice to All Employees: Information about Unemployment Benefits

Information about unemployment benefits. This notice is required to be posted in a central location. This notice is required to be posted in a central location. This notice is required to be posted in a central location. This notice is required to be posted in a central location.

