

MICHIGAN



MICHIGAN & FEDERAL LABOR LAW POSTER

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WHISTLEBLOWER PROTECTION ACT

ATTENTION EMPLOYEES

The Michigan Whistleblower Protection Act (409 P.A. 1980) creates certain protections and obligations for employees and employers under Michigan law. Inquiry, or conduct, by your employer that does not protect you from disciplinary action if you are reporting to a public body that you know is to be protected 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, or otherwise discriminate against you regarding your compensation, terms, conditions, location or privileges of employment because you take part in a public hearing, investigation 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.

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.

Visit our website at www.michigan.gov/miosha for additional information.

MICHIGAN MINIMUM WAGE

Michigan Department of Labor and Economic Opportunity

Wage and Hour Division

PO Box 30476, Lansing, MI 48909-7976

REQUIRED POSTER

GENERAL REQUIREMENTS - MINIMUM WAGE AND OVERTIME

Coverage

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

Effective Date	Minimum Hourly Wage Rate	Tipped Employee	85%** Rate
February 21, 2025	\$12.48	\$5.99	\$6.49
February 21, 2026	\$13.29	\$7.97	\$5.32
February 21, 2027	\$14.16	\$9.91	\$4.25
February 21, 2028	\$14.97	\$11.98	\$2.99

The minimum hourly wage rate of an employee eligible to be considered tipped employee shall be 85% of the minimum hourly wage rate effective February 21, 2025; beginning February 21, 2026, it shall be 80% of the minimum hourly wage rate; beginning February 21, 2027, it shall be 70% of the minimum hourly wage rate; beginning February 21, 2028, it shall be 80% of the minimum hourly wage rate; beginning February 21, 2029, it shall be 90% of the minimum hourly wage rate; and beginning February 21, 2030 and thereafter, it shall be 100% 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 covered by the FLSA may be able to use compensatory time in lieu of overtime under specific provision. Public sector and certain private sector employers not covered by 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 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 different standard 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 as 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.

LEO is an equal opportunity employer/program.
Auxiliary aids, services and other reasonable accommodations are available, upon request, to individuals with disabilities.
www.michigan.gov/wagehour • Toll Free 1-855-AMI-WAGE (1-855-464-9243)
WHD 9904 (Revised 4/2024)

RIGHT TO KNOW LAW

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's from the:

Michigan Department of Labor and Economic Opportunity (LEO) Michigan Occupational Safety and Health Administration General Industry Safety and Health Division (SIS) 284-7750 Construction Safety and Health Division and Asbestos Licensing (SIS) 284-7680 www.michigan.gov/miosha

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



SDS(s) For This Workplace Are Located At	
Location(s)	
Location(s)	
Person(s) responsible for SDS(s)	
Phone	

LEO is an equal opportunity employer/program.

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

New or Revised Receipt Date Posting Date Locations of New or Revised SDS

LA LEY DE Michigan PROHIBE LA DISCRIMINACION

EN EL EMPLEO, LA EDUCACION, LA VIVIENDA,
LOS LUGARES PUBLICOS, LA EJECUCION DE
LA LEY O EL SERVICIO PUBLICO

POR MOTIVOS

Religión, raza (incluyendo textura del cabello y peinados protectores), color, origen nacional, sexo, discapacidad, orientación sexual, identidad o expresión de género, edad¹, estado civil¹, altura², peso², historial de arrestos², información genética y estado familiar³.

Las personas con discapacidades que necesitan servicios de accesibilidad en el empleo deben notificar por escrito a su patrón dentro de 182 días.

¹ De acuerdo al artículo de educación, está prohibida la discriminación basada en edad o estado civil sólo en la admisión a las instituciones educativas

² Se refiere sólo al empleo ³ Se refiere sólo a la vivienda

Si usted considera que ha sido **discriminado** debido a dichas razones, puede presentar su queja a la Oficina de Derechos Civiles del Estado de Michigan.

Por favor contáctenos a:

1-800-482-3604

Vídeo llamada: 313-437-7035

www.michigan.gov/mdcr



Debe ser colocado en un lugar bien visible.