

Michigan State Postings



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 any employee for reporting, in writing, conditions, location or privileges of employment because you are a person acting on your behalf reports or it is about to report a violation or a suspected violation of federal, state or local law, rules or regulations to a public body.

REMEDY: If you report to an employer in Michigan to discharge, threaten or otherwise discriminate against you regarding your compensation, terms, conditions, location or privileges of employment because you have filed a public hearing, investigation, inquiry or court action.

OBLIGATIONS: The Act does not diminish or impair either your right or the right 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.

ENFORCEMENT: 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: Penalties for violation of this Act may be subject to a civil fine of up to \$50,000.

If your employer has violated this Act the court can order your remedies, the payment of back wages, full reinstatement of fringe benefits and seniority rights, actual damages, or any combination of the remedies. The court may also award you or a portion of the costs of litigation, including reasonable attorney fees and witness fees to the complainant if the court believes the employer has acted in bad faith.

Michigan Occupational Safety and Health Administration (MOSHA). Visit our website at www.michigan.gov/mosha for additional information.

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

Now or Revised Receipt Date Posting Date New or Revised SDS

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

For further information visit our website at:
www.michigan.gov/mosha (Rev. 12/19)

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 minimum of safe and healthful working conditions. Under the MOSHA Act and a state plan approved in September 1973 by the U.S. Department of Labor, the Michigan Department of Labor and Economic Opportunity is responsible for administering the Act. Department representatives conduct job site inspections and investigations to ensure compliance with the Act and with safety and health standards.

The contents of this poster describe many important provisions of the Act. These provisions apply equally to employers and employees in either private industry or the public sector.

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 protection 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 workplace fatality or injury. 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 hospitalizations, amputations and losses of eye. Notification may be accomplished by calling 484-664-6742 (4AMOSH4).

6. Make available to employees, for inspection and copying, all records and information 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 promptly notify an employee who is or is being exposed to toxic materials or harmful physical agents in concentrations or at levels which exceed those prescribed by a MOSHA standard.

EMPLOYEE REQUIREMENTS: MOSHA requires that each employee:

1. Comply with promulgated rules and standards and with orders issued pursuant to the Act.
2. Not remove, displace, destroy, or carry off a safeguard remaining or provided for use in a place of employment, or interfere in any way with the use thereof by any other person.

THIS IS AN IMPORTANT DOCUMENT

- DO NOT COVER!

MOSHA requires that each employer:

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.

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).

Employees must be notified and given direction (by employer) regarding locating Safety Data Sheets and the receipt of new revised SDS(s).

www.michigan.gov/mosha (Rev. 12/19)

MOSHA is an equal opportunity employer/program.

Michigan Department of Labor and Economic Opportunity (LEO)
General Industry Safety and Health Division
(517) 284-7720

Consultation/ Education and Health Division and Academic Learning
(517) 284-7400

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GRETCHEN WHITMER
GOVERNOR
SUSAN COBURN
DIRECTOR



State of Michigan
DEPARTMENT OF LABOR AND
ECONOMIC OPPORTUNITY

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

POSTING REQUIREMENT

MCCL 404.110 Every minor 16 years of age and over, who is employed, shall have posted in a conspicuous place in the place of employment a copy of this act.

Sec. 18. A minor under 16 years of age shall not be employed in any occupation or activity which is hazardous to his or her health or safety.

Sec. 19. A minor 16 years of age and over shall not be employed in any occupation or activity which is hazardous to his or her health or safety.

Sec. 20. A minor 16 years of age and over shall not be employed in any occupation or activity which is hazardous to his or her health or safety.

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