

## 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.

Employers 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 from the:

Michigan Department of Labor and Economic Opportunity (LEO)  
Michigan Occupational Safety and Health Administration  
General Industry Safety and Health Division  
(517) 284-7730  
Connection Safety and Health Division and asbestos licensing  
(517) 284-7702  
www.michigan.gov/miohsa

## 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. (Rev. 12/18)

## As Required by the Michigan Right To Know Law

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

New or Revised \_\_\_\_\_ Receipt Date \_\_\_\_\_ Posting Date \_\_\_\_\_ Location of New or Revised SDS \_\_\_\_\_

Michigan Department of Labor and Economic Opportunity (LEO)  
Michigan Occupational Safety and Health Administration  
Construction Education and Training Division  
(517) 284-7730

For further information visit our website at:  
www.michigan.gov/miohsa (Rev. 12/18)

## New or Revised SDS

Location of New or Revised SDS \_\_\_\_\_

Michigan Department of Labor and Economic Opportunity (LEO)  
Michigan Occupational Safety and Health Administration  
Construction Education and Training Division  
(517) 284-7730

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## 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 (MIOSHA) Act No. 154 of the Public Acts of 1974, as amended, provides for safety and health protection for Michigan employees through the maintenance of safe and healthful working conditions. Under the MIOSHA 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 other private industry or the public sector.

**EMPLOYER REQUIREMENTS:** MIOSHA 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 work-related fatality. Notification may be accomplished by calling 1-800-858-0387.
5. Notify the Michigan Department of Labor and Economic Opportunity within 24 hours of all work-related transient hospitalizations, amputations and losses of an eye. Notification may be accomplished by calling 844-454-6742 (AMIOSHA).
6. Make available to employees, for inspection and copying, all medical records and health data in the employer's possession pertaining to fatal employees.
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 aspect 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 MIOSHA standard.
10. Not permit an employee, other than an employee whose presence is necessary to work, 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 was or is being exposed to toxic materials or harmful physical agents in concentrations or at levels which exceed those prescribed by a MIOSHA standard.

**EMPLOYEE REQUIREMENTS:** MIOSHA 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 furnished or provided for use in a place of employment, or interfere in any way with the use thereof by any other person.

**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 taking 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 health in the place of employment.

**COMPLAINTS:** Employees and employer representatives who believe that an unsafe or unhealthy condition exists in their workplace have the right to request an inspection by giving written notice to the Michigan Department of Labor and Economic Opportunity. If a condition exists which may present an immediate danger, the Department should be notified in the most expedient manner without regard to a written notice. The names of complainants will be kept confidential and not revealed upon the request of the employees. Employees also have the right to bring unsafe or unhealthy conditions to the attention of the department representative during the conduct of an inspection or investigation.

**CITATIONS:** If upon inspection or investigation the Michigan Department of Labor and Economic Opportunity believes that a requirement of the Act has been violated, a citation alleging such violation and setting a time period for correction will be issued to the employer. The citation must be prominently posted at or near the place of the alleged violation for three days or until the violation is corrected, whichever is later. The Act provides for first instance penalties of up to \$7,000 for a violation. Penalties of up to \$10,000 per day may be assessed for failure to correct a violation within a proposed abatement period. Any employer who willfully or repeatedly violates the Act may be assessed penalties of up to \$70,000 for each such violation. Employees may appeal the alleged citation, the proposed penalties or the abatement period to the Department and to the Board of Health and Safety Compliance and Appeals. Employees may appeal the abatement period in a similar manner. Employees may also appeal to the Board of Health and Safety Compliance and Appeals any decision issued by the Department in response to an employee appeal.

Criminal penalties also are provided for in the Act. A person who knowingly makes a false statement or report pursuant to the Act upon citation is punishable by a fine of up to \$10,000 or may be imprisoned for not more than 6 months or both. Any 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.

**VOLUNTARY ACTIVITY & COMPLIANCE ASSISTANCE:** The act encourages employers and employees to reduce workplace hazards voluntarily.

The Michigan Department of Labor and Economic Opportunity offers limited on-site consultation assistance to employers to assist 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.

The U.S. Department of Labor will continue to enforce federal standards governing maritime operations of ship shoring, shipbuilding, ship breaking and ship repairing. These issues are not covered by the Michigan Plan for Occupational Safety and Health.

**MORE INFORMATION:**  
Michigan Department of Labor and Economic Opportunity  
Michigan Occupational Safety and Health Administration  
530 W. Allegan Street, P.O. Box 30463  
Lansing, Michigan 48909-8143  
www.michigan.gov/miohsa

**THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!**

MIOSHA Complaint Hotline ..... 1-800-866-4674  
Fatality Hotline ..... 1-800-858-0387  
MIOSHA Inquiries/Injuries Reporting ..... 844-454-6742  
Consultation and Training Assistance ..... 1-817-284-7720

The Michigan Department of Labor and Economic Opportunity (LEO) is an equal opportunity employer/program. (Rev. 12/18)

## State of Michigan DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY

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

### POSTING REQUIREMENT

MCL 404.110 Minor under 16 years, days and hours of employment.

Sec. 11. (1) Except as provided in subsection (2), a person shall not employ a minor under 16 years of age or older in an occupation subject to this act for more than any of the following periods:

- (a) Six days in a week.
- (b) An average of 6 hours per day in a week.
- (c) Ten hours in a day.
- (d) Subject to subsection (3), 40 hours in a week.
- (e) If the minor is a student at school and school is in session, 10 hours in a week.
- (f) 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 at school until 1:30 p.m. on any of the following days:
- (g) On Fridays and Saturdays.
- (h) During school vacation periods.
- (i) During periods when the minor is not regularly enrolled in school.

(2) A person may employ a minor 16 years of age or older in a farming occupation involved in the production of food or in agricultural processing by a person greater than the period described in subsections (1) and (2) if all of the following conditions are met: (1) the minor is a student in school, the period greater than the period described in subsections (1) and (2) occurs when school is not in session for 11 hours in a day.

(3) A minor is not employed for not more than 60 hours in any week, however, the employer shall not require the minor to work more than 40 hours during any workweek without the consent of the minor.

(4) The agricultural processing operation must be in a written acknowledgment of the minor's parent or guardian consenting to the period of employment authorized under this subsection.

(5) As used in this section:

- (a) "Agricultural processing" means the cleaning, sorting or processing of fruits or vegetables.
- (b) "Farming operations involved in the production of food" means farming activities and research involved in the production of food, including plant domestication, land reclamation, pruning, training, or hoeing, and any other similar farming activity required for commercial food production.

History Act, 1978, Act 103, IAC 103.101 - 103.105, IAC 103.107, IAC 103.108, IAC 103.109, IAC 103.110, IAC 103.111, IAC 103.112, IAC 103.113, IAC 103.114, IAC 103.115, IAC 103.116, IAC 103.117, IAC 103.118, IAC 103.119, IAC 103.120, IAC 103.121, IAC 103.122, IAC 103.123, IAC 103.124, IAC 103.125, IAC 103.126, IAC 103.127, IAC 103.128, IAC 103.129, IAC 103.130, IAC 103.131, IAC 103.132, IAC 103.133, IAC 103.134, IAC 103.135, IAC 103.136, IAC 103.137, IAC 103.138, IAC 103.139, IAC 103.140, IAC 103.141, IAC 103.142, IAC 103.143, IAC 103.144, IAC 103.145, IAC 103.146, IAC 103.147, IAC 103.148, IAC 103.149, IAC 103.150, IAC 103.151, IAC 103.152, IAC 103.153, IAC 103.154, IAC 103.155, IAC 103.156, IAC 103.157, IAC 103.158, IAC 103.159, IAC 103.160, IAC 103.161, IAC 103.162, IAC 103.163, IAC 103.164, IAC 103.165, IAC 103.166, IAC 103.167, IAC 103.168, IAC 103.169, IAC 103.170, IAC 103.171, IAC 103.172, IAC 103.173, IAC 103.174, IAC 103.175, IAC 103.176, IAC 103.177, IAC 103.178, IAC 103.179, 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