

JOBSITE POSTER EXAMPLES

USE WITH MDOT FORM 1967

MICHIGAN SAFETY AND HEALTH PROTECTION ON THE JOB

THE MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ACT, P.L. 1970-114
CONSTITUTIONAL PROVISIONS: ART. 17, § 24; ART. 2, § 24
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The Michigan Occupational Safety and Health Act is designed to provide for the safety and health of all employees in Michigan. It is designed to provide for the safety and health of all employees in Michigan. It is designed to provide for the safety and health of all employees in Michigan.

EMPLOYER REQUIREMENTS: Every employer who employs one or more employees in Michigan shall be required to comply with the provisions of this Act. Every employer who employs one or more employees in Michigan shall be required to comply with the provisions of this Act.

EMPLOYEE RIGHTS: Every employee who is employed by an employer who is subject to this Act shall have the right to a safe and sound working environment. Every employee who is employed by an employer who is subject to this Act shall have the right to a safe and sound working environment.

Equal Employment Opportunity is THE LAW

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected from discrimination by the following laws:

- RACE COLOR RELIGION SEX NATIONAL ORIGIN** Title VII of the Civil Rights Act of 1964, an amended public law, prohibits employers from discriminating on the basis of race, color, religion, sex, or national origin in hiring, firing, promotion, or other personnel actions.
- AGE** The Age Discrimination in Employment Act of 1967, an amended public law, prohibits employers from discriminating on the basis of age in hiring, firing, promotion, or other personnel actions.
- SEX DISCRIMINATION** Title IX of the Education Amendments of 1972, an amended public law, prohibits discrimination on the basis of sex in education programs and activities.

Employees Holding Federal Contracts or Subcontracts

Applicants and employees of federal contractors and subcontractors are protected from discrimination by the following laws:

- RACE COLOR RELIGION SEX NATIONAL ORIGIN** Executive Order 11246, an amended executive order, prohibits employers from discriminating on the basis of race, color, religion, sex, or national origin in hiring, firing, promotion, or other personnel actions.
- AGE** Executive Order 11246, an amended executive order, prohibits employers from discriminating on the basis of age in hiring, firing, promotion, or other personnel actions.
- SEX DISCRIMINATION** Executive Order 11246, an amended executive order, prohibits employers from discriminating on the basis of sex in hiring, firing, promotion, or other personnel actions.

Programs or Activities Receiving Federal Financial Assistance

Applicants and employees of federal contractors and subcontractors are protected from discrimination by the following laws:

- RACE COLOR RELIGION SEX NATIONAL ORIGIN** Executive Order 11246, an amended executive order, prohibits employers from discriminating on the basis of race, color, religion, sex, or national origin in hiring, firing, promotion, or other personnel actions.
- AGE** Executive Order 11246, an amended executive order, prohibits employers from discriminating on the basis of age in hiring, firing, promotion, or other personnel actions.
- SEX DISCRIMINATION** Executive Order 11246, an amended executive order, prohibits employers from discriminating on the basis of sex in hiring, firing, promotion, or other personnel actions.

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS Employees are entitled to unpaid leave for certain family and medical reasons. This leave is unpaid, but the employee's job must be held for the employee upon their return.

- Family medical leave for up to 12 workweeks in a 12-month period.
- Medical leave for up to 12 workweeks in a 12-month period.
- Family care leave for up to 12 workweeks in a 12-month period.
- Military caregiver leave for up to 12 workweeks in a 12-month period.

ELIGIBILITY REQUIREMENTS

- Employer must have at least 50 employees in the United States.
- Employee must have worked for the employer for at least 1 year.
- Employee must have worked at least 1,250 hours in the 12 months before the leave.

EMPLOYER RESPONSIBILITIES

Employers must provide unpaid leave for eligible employees for the reasons listed in the law. Employers must also provide reasonable accommodations for the employee's return to work.

ENFORCEMENT

The Wage and Hour Division enforces the Family and Medical Leave Act. Employees can file a complaint with the Wage and Hour Division if their employer has violated the law.

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!

MIOSHA
Michigan Occupational Safety and Health Act

LARA
Michigan Department of Labor and Economic Growth

01 - MIOSHA

02 - OFCCP 1420

03 - WH 1420 FMLA

EMPLOYEE RIGHTS UNDER THE DAVIS-BACON ACT FOR LABORERS AND MECHANICS EMPLOYED ON FEDERAL OR FEDERALLY ASSISTED CONSTRUCTION PROJECTS

PREVAILING WAGES You must be paid not less than the wage rate listed in the Davis-Bacon Wage Decision posted with this Notice for the work you perform.

OVERTIME You must be paid not less than one and one-half times your basic rate of pay for all hours worked over 40 in a work week. There are few exceptions.

ENFORCEMENT Contract payments can be withheld to ensure workers receive wages and overtime pay due, and liquidated damages may apply if overtime pay requirements are not met. Davis-Bacon contract clauses allow contract termination and disbarment of contractors whose future federal contracts for up to three years. A contractor who fails to certify payroll records or produce wage booklets may be subject to civil or criminal prosecution, fines and/or imprisonment.

APPRENTICES Apprentice rates apply only to apprentices properly registered under approved Federal or State apprenticeship programs.

PROPER PAY If you do not receive proper pay, or require further information on the applicable wages, contact the Contracting Officer listed below:

Michigan DOT
Prevailing Wage Compliance Officer
(517) 636-0627

YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

REEMPLOYMENT RIGHTS USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military or national service. Upon completion of service, USERRA requires the employer to reemploy the service member in a position that is similar to the position held before the service member's military or national service.

RETRAINING PROTECTION USERRA also provides that an employer may not deny a service member the opportunity to attend a training program if the service member is unable to attend because of military or national service.

ENFORCEMENT USERRA is enforced by the Department of Labor. Employees can file a complaint with the Department of Labor if their employer has violated the law.

State Transportation Agency
Michigan DOT
425 W. Ottawa St.
Lansing, MI 48933

05-USERRA

NOTICE

The highway construction underway at this location is a Federal or Federal-aid project and is subject to applicable State and Federal laws, including Title 18, United States Code, Section 1020, which reads as follows:

"Whoever, being an officer, agent, or employee of the United States, or any State or Territory, or whoever, whether a person, association, firm or corporation, knowingly makes any false statement, false representation or false report as to the character, quality, quantity, or cost of the material used or to be used, or the quantity or quality of the work performed or to be performed, or the costs thereon in connection with the submission of plans, maps, specifications, contracts, or costs of construction of any highway or related project submitted for approval to the Secretary of Transportation, or

Whoever, knowingly makes any false statement, false representation, false report, or false claim with respect to the character, quality, quantity or cost of any work performed or to be performed, or materials furnished or to be furnished, in connection with the construction of any highway or related project approved by the Secretary of Transportation; or

Whoever knowingly makes any false statement or false representation as to a material fact in any statement, certificate, or report submitted pursuant to the provision of the Federal Aid Road Act approved July 11, 1916 (39 Stat. 355) as amended and supplemented.

"Shall be fined under this title or imprisoned not more than five years, or both."

Any person having reason to believe this statute is being violated should report the same to the agency representative(s) named below.

- State Transportation Agency
- U.S. Department of Transportation
Hotline for Fraud, Waste, & Abuse
1-800-424-9071
- Federal Highway Administration
Division Administrator

Federal Highway Administration Division Admin.
Russell Jorgenson
315 W. Allegan St. Lansing, MI 48933

06 - FHWA 1022 Fed Aid Projects