

JOBSITE POSTER EXAMPLES

USE WITH MDOT FORM 1967

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EMPLOYEE RIGHTS

EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

PROHIBITIONS Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

EXEMPTIONS Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities. The Act permits polygraph testing (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security sensitive firms (armed, air, atom, and space), and of pharmaceutical manufacturers, distributors and dispensers.

The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer.

The law does not prevent any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

EXAMINEE RIGHTS Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.

ENFORCEMENT The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.



07 - WH 1462
Employee Polygraph Protection Act

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE

\$7.25 PER HOUR
BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY At least 1.5 times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR An employee must not be permitted to work a "major" non-agricultural job and not 18 to work in any non-agricultural occupation by the Secretary of Labor (28 U.S.C. 1442) (1) years old may not be employed in any hazardous occupation, including those in which the child is prohibited from working by certain Federal safety regulations. (2) No one under 18 may be employed in any occupation in which the child is prohibited from working by certain Federal safety regulations.

TIP CREDIT Employees of "tip" employees who meet certain conditions may claim a portion of their tips based on the amount by which the employer's minimum wage is less than the federal minimum wage. Employees may also claim a portion of their tips based on the amount by which the employer's minimum wage is less than the federal minimum wage. Employees may also claim a portion of their tips based on the amount by which the employer's minimum wage is less than the federal minimum wage.

NURSING MOTHERS The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA. The break time requirements apply to the employee's principal activity for the nursing child. The break time must be unpaid. The break time must be used for the purpose of expressing milk. The break time must be used for the purpose of expressing milk. The break time must be used for the purpose of expressing milk.

ENFORCEMENT The Department has authority to recover back wages and liquidated damages in the event of a violation of the Act. The Department may also bring civil actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

ADDITIONAL INFORMATION Certain occupations and individuals are exempt from the minimum wage and overtime pay provisions. Some states have laws that provide greater protections for employees than those provided by the FLSA. Some employees are exempt from the FLSA. Some employees are exempt from the FLSA. Some employees are exempt from the FLSA.

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08 - WHD 1088
Federal Min. Wage

EMPLOYEE RIGHTS FOR WORKERS WITH DISABILITIES PAID AT SPECIAL MINIMUM WAGES

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

The requirement for a certificate authorizing the payment of special minimum wages to workers who are disabled for the work they do is defined as follows:

WORKERS WITH DISABILITIES The payment of payment of commensurate wage rates under a certificate, a worker with a disability is defined as:

KEY ELEMENTS OF COMMENSURATE WAGE RATES

- **Non-disabling worker standard.** The objective gauge (usually a time study) of the production of workers who do not have disabilities that impair their productivity for the job position which the productivity of a worker with a disability is measured.
- **Prevailing wage rate.** The wage paid to experienced workers who do not have disabilities that impair their productivity for the same or similar work and who are performing such work in the area. Most SCA contracts include a wage determination specifying the prevailing wage rates to be paid for SCA-covered work.
- **Evaluation of the productivity of the worker with a disability.** Occasional measurement of the productivity of the worker with a disability in terms of quantity and quality.

The wages of a worker paid commensurate wages must be reviewed, and adjusted if appropriate, at periodic intervals. If appropriate, the productivity of hourly paid workers must be reviewed at least every six months and a new prevailing wage survey must be conducted at least once every twelve months. In addition, prevailing wages must be reviewed and adjusted as appropriate whenever the applicable state or federal minimum wage is increased.

OVERTIME Generally, if you are performing work subject to the FLSA, SCA, and/or PICA, you must be paid at least 1.5 times your regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR Means younger than 18 years of age must be employed in accordance with the child labor provisions of FLSA. No persons under 18 may be employed in occupations on a PICA contract.

FRINGE BENEFITS Neither the FLSA nor the PICA has provisions regarding retirement, health, or sick pay nor other fringe benefits such as vacation. However, the Department of Labor has issued guidance that requires such fringe benefit programs to be paid to workers on a PICA contract. Workers on a PICA contract who are not paid such fringe benefits must receive the full fringe benefits based on the wage determination.

WORKER NOTIFICATION Each worker with a disability and, where appropriate, the parent or guardian of each worker, must be notified by the employer of the terms of the certificate under which such worker is employed.

PETITION PROCESS Workers with disabilities paid at special minimum wages may petition the Administrator of the Wage and Hour Division of the Department of Labor for a review of their wage rate by an Administrative Law Judge. The particular form of petition is required, except that it must be signed by the worker with a disability or his or her parent or guardian and must contain the name and address of the employer. Petitions should be mailed to: Administrator, Wage and Hour Division, U.S. Department of Labor, Room 5300, 200 Constitution Avenue, N.W., Washington, D.C. 20540.

Employers should display this poster where employees and the parents and guardians of workers with disabilities can readily see it.



09 - WH 1284
Disab. Paid Min. Wage

MICHIGAN LAW PROHIBITS DISCRIMINATION

IN EMPLOYMENT, EDUCATION, HOUSING, PUBLIC ACCOMMODATION, LAW ENFORCEMENT OR PUBLIC SERVICE

BASED ON

religion, race, color, national origin, sex, disability, age¹, marital status², height³, weight³, arrest record³, genetic information³, and familial status³

Persons with disabilities needing accommodations for employment must notify their employers in writing within 60 days. Under the education rules, age and marital status are prohibited considerations for admissions only.¹ An employment only.² In housing only.³



10 - Michigan Civil Rights



CONTRACTOR NOTICE REQUIRING TITLE VI COMPLIANCE

Title VI of the Civil Rights Act of 1964, and related statutes and regulations provide that no person in the United States shall, on the basis of race, color, national origin, gender, age, or disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program, activity, or service receiving financial assistance from the U.S. Department of Transportation or other Federal agency. This includes the entire contract, including all subcontracts, between the contractor and subcontractors that receive Federal aid.

As a recipient of Federal financial assistance your company is required to ensure non-discrimination in the recruitment, hiring, promotion, and other personnel practices, including employment, training, advancement, and benefits. The Michigan Department of Transportation (MDOT) is required to ensure that all contractors and subcontractors that receive Federal aid are in compliance with Title VI of the Civil Rights Act of 1964 and related statutes. Contractors of projects that are not investigated directly by the contractor, but are a contractor's subcontractors, are also required to comply with Title VI of the Civil Rights Act of 1964.

If an employee, applicant, or contractor believes that it is a general public, believes that when the former subjected to discrimination because of race, color, national origin, gender, age, or disability, in connection with a contract, program, service or activity, you may contact the contractor's Title VI Officer.

Title VI Officer
Michigan Department of Transportation
Federal Employment Opportunity Office
2100 West Grand Avenue
Lansing, MI 48209
(313) 437-2000
www.mdot.gov

Contractors should be held liable for Title VI of the Civil Rights Act of 1964. If you do not voluntarily comply with Title VI of the Civil Rights Act of 1964, you may be subject to civil and criminal penalties. If you do not voluntarily comply with Title VI of the Civil Rights Act of 1964, you may be subject to civil and criminal penalties. If you do not voluntarily comply with Title VI of the Civil Rights Act of 1964, you may be subject to civil and criminal penalties.

Retaliation
Retaliation against anyone for filing a complaint, or for being a participant in an investigation is illegal under Title VI of the Civil Rights Act of 1964. Retaliation is illegal under Title VI of the Civil Rights Act of 1964. Retaliation is illegal under Title VI of the Civil Rights Act of 1964. Retaliation is illegal under Title VI of the Civil Rights Act of 1964. Retaliation is illegal under Title VI of the Civil Rights Act of 1964.

11 - Michigan Title VI Compliance

MDOT Fraud & Abuse HOTLINE

Toll Free 1-866-460-6368

MDOT has established a HOTLINE for employees, contractors, consultants, and others to report suspected fraud or abuse, such as:

- Prevailing wage non-compliance
- Theft
- Kickbacks
- Wrongful claims
- Contract fraud
- Use of materials that do not comply with specifications
- Unapproved substitution of materials, commodities, or test samples
- Failure to follow contract procedures

Call the HOTLINE at 1-866-460-6368 or 517-241-3256. Do your part to stop fraud and abuse.



12 - Michigan Fraud and Abuse Hotline

NOTES:

- For a current list of job site posters including revisions please visit the FHWA and USDOL websites.
 - o FHWA: <http://www.fhwa.dot.gov/programadmin/contracts/contracts/poster.cfm>
 - o U.S. Dept. of Labor: <http://www.dol.gov/oasam/boc/osdbu/sbrefa/poster/matrix.htm>
- Posters in languages other than English are not required but should be encouraged where applicable.