

JOBSITE POSTER EXAMPLES

USE WITH MDOT FORM 1967

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MICHIGAN SAFETY AND HEALTH PROTECTION ON THE JOB

THE MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ACT (O.S.H.A.) AN ACT TO PROVIDE FOR THE SAFETY AND HEALTH OF EMPLOYEES IN THE STATE OF MICHIGAN.

CONSTRUCTION INDUSTRY (2017 PA 100) (MCL 237.1000)

The Michigan Occupational Safety and Health Act (OSHA) is an act to provide for the safety and health of employees in the state of Michigan. The act is designed to protect employees from workplace hazards and to ensure that employers provide a safe and healthy work environment. The act is enforced by the Michigan Department of Licensing and Regulatory Affairs (LARA).

EMPLOYER REQUIREMENTS: Employers must ensure that their employees are protected from workplace hazards and that they provide a safe and healthy work environment. This includes providing training, safety equipment, and a safe work environment.

EMPLOYEE RIGHTS: Employees have the right to a safe and healthy work environment. They have the right to be informed of workplace hazards and to participate in safety decisions. They also have the right to file a complaint with OSHA if they believe their employer is not complying with the act.

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 under this law from discrimination on the following basis:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN: This law prohibits employers from discriminating on the basis of race, color, religion, sex, or national origin. This includes hiring, firing, promotion, and other employment decisions.

AGE: This law prohibits employers from discriminating on the basis of age. This includes hiring, firing, promotion, and other employment decisions.

SEX (GENDER): This law prohibits employers from discriminating on the basis of sex. This includes hiring, firing, promotion, and other employment decisions.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS: Applicants and employees of federal contractors and subcontractors are protected under this law from discrimination on the following basis:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN: This law prohibits employers from discriminating on the basis of race, color, religion, sex, or national origin. This includes hiring, firing, promotion, and other employment decisions.

DISABILITY: This law prohibits employers from discriminating on the basis of disability. This includes hiring, firing, promotion, and other employment decisions.

PROHIBITED ACTS: This law prohibits employers from engaging in prohibited acts such as harassment, retaliation, and interference with protected activities.

EMPLOYERS RECEIVING FEDERAL FINANCIAL ASSISTANCE: Applicants and employees of employers receiving federal financial assistance are protected under this law from discrimination on the following basis:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN: This law prohibits employers from discriminating on the basis of race, color, religion, sex, or national origin. This includes hiring, firing, promotion, and other employment decisions.

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 includes caring for a family member with a serious health condition, the employee's own serious health condition, or the birth or care of a newborn child.

BENEFITS AND PROTECTION: Employees on leave are entitled to maintain their health insurance and other benefits. They are also protected from retaliation for exercising their rights under the act.

ELIGIBILITY REQUIREMENTS: Employees must have worked for their employer for at least one year and be employed for at least 1,250 hours during the 12 months preceding the leave.

REQUESTING LEAVE: Employees must provide advance notice to their employer and provide medical certification for the leave.

EMPLOYER RESPONSIBILITIES: Employers must provide leave to eligible employees and maintain their health insurance and other benefits during the leave.

ENFORCEMENT: Employees can file a complaint with the Department of Labor if their employer is not complying with the act.

CONTACT INFORMATION: Employees can contact the Department of Labor for more information. Phone: 1-866-4-USWAGE. Website: www.dol.gov/whd.

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!

MIOSHA Michigan Occupational Safety and Health Act

LARA Michigan Department of Licensing and Regulatory Affairs

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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

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

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 from future federal contracts for up to three years. A contractor who fails to file certified payroll records or induces wage kickbacks 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:

or contact the U.S. Department of Labor's Wage and Hour Division.

For additional information: **1-866-4-USWAGE** (1-866-487-9243) TTY: 1-877-889-5627

WWW.WAGEHOUR.DOL.GOV

U.S. Department of Labor | Employment Standards Administration | Wage and Hour Division

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

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

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

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 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	Federal Highway Administration Division Administrator
	Hotline for Fraud, Waste, & Abuse 1-800-424-9077	

FHWA Form 1022 (Revised May 2015)

04 - WH 1321 Davis Bacon (English)

06 - FHWA 1022 Fed Aid Projects