

EMPLOYMENT-RELATED NOTICES

INTRODUCTION

State and federal laws require employers to post certain employment-related notices in their workplaces, in centrally-conspicuous locations where employees will be sure to see the notices. Failure to comply with these posting requirements can result in substantial monetary fines, which may not be covered under your insurance policy.

This resource document provides a simple list to prompt and aid your organization in reviewing its employment-related postings. It is not intended as a discussion or analysis of the requirements and relevant laws, which are complex. Consult your attorney to review all aspects of your operations and determine whether any additional state or federal notices or statutes may be applicable to your municipality.

Free copies of all these posters are available through the federal and state agency websites indicated. Use originals or color copies whenever possible, as they are generally more eye catching. In addition, be aware that, for some the posters, the use of smaller reproductions are prohibited.

As a practical matter, it is advisable to use laminated posters to prevent tearing, discoloration and handwritten alterations or remarks.

Again, failure to comply with the state and federal laws that require the posting of specific notices can result in substantial monetary fines. In addition, failure to post notifications that address health and safety issues could lead to a more hazardous workplace.

STATE OF MICHIGAN POSTING REQUIREMENTS

- ☐ Safety and Health Protection on the Job
- ☐ Michigan Wage and Hour - Minimum Wage
- ☐ Michigan Civil Rights Act
- ☐ Unemployment Insurance (Michigan Unemployment Security Act)
- ☐ Michigan Youth Employment Act
- ☐ Michigan Civil Rights Act
- ☐ MSDS/Right-to-Know (Hazard Communication)
- ☐ The Whistleblowers' Protection Act

FEDERAL POSTING REQUIREMENTS

- ☐ Fair Labor Standards Act - Minimum Wage
- ☐ Employee Polygraph Protection Act
- ☐ Family and Medical Leave Act
- ☐ Combined Equal Opportunity (or separate ADA, GINA and Equal Employment Opportunity)
- ☐ Uniformed Services Employment and Re-employment Rights Act (USERRA)

INFORMATION RESOURCES

U. S. Department of Labor
www.dol.gov

Michigan Department of Labor and Economic Development
www.michigan.gov/leo

***Contact MML Risk Management Services Staff
or your Loss Control Consultant for more information.***



Important Phone Numbers

MML Risk Management Services	800.653.2483
Loss Control Services	800.482.2726
Michigan Department of Civil Rights	313.456.3700
Equal Opportunity Commission	800.669.4000

Note:

***This document is not intended to be legal advice.
It only identifies some of the issues surrounding this topic.
Public agencies are encouraged to review their procedures with an expert
or a competent attorney who is knowledgeable about the subject.***