

2026 MICHIGAN LABOR LAWS



This poster must be in a conspicuous place accessible to all employees.

This poster does not provide any legal advice and is distributed independently by each Journey Location. Poster up to date as of March 1, 2026



Minimum Wage:
\$13.73
Tip Minimum Wage:
\$5.49



Michigan Department of Labor and Economic Opportunity
Wage and Hour Division
PO Box 30476
Lansing, MI 48909-7976
REQUIRED POSTER
GENERAL REQUIREMENTS - MINIMUM WAGE AND OVERTIME



Coverage
The Improved Workforce Opportunity Wage Act (IWOWA), Public Act 337 of 2018 covers employers who employ 2 or more employees 16 years of age and older.

Minimum Hourly Wage Rate				
Effective Date	Minimum Hourly Wage Rate	Tipped Employee Minimum Hourly Rate	Reported Average Hourly Tips	85%** Rate
February 21, 2025	\$12.48	\$4.74	\$7.74	\$10.61
January 1, 2026	\$13.73	\$5.49	\$8.24	\$11.67
January 1, 2027	\$15.00	\$6.30	\$8.70	\$12.75

The minimum hourly wage rate of an employee eligible to be considered tipped employee shall be 38% of the minimum hourly wage rate effective February 21, 2025; beginning January 1, 2026, it shall be 40% of the minimum hourly wage rate; beginning January 1, 2027, it shall be 42% of the minimum hourly wage rate; beginning January 1, 2028, it shall be 44% of the minimum hourly wage rate; beginning January 1, 2029, it shall be 46% of the minimum hourly wage rate; beginning January 1, 2030, it shall be 48% of the minimum hourly wage rate; and beginning January 1, 2031 and thereafter, it shall be 50% of the minimum hourly wage rate.

85% Rate	
Minors under the age of 18 may be paid 85% of the minimum hourly wage rate.	
Training Wage	
A training wage of \$4.25 per hour may be paid to employees under 20 years of age for the first 90 calendar days of employment.	
Overtime	
Employees covered by the IWOWA must be paid 1-1/2 times their regular rate of pay for hours worked over 40 in a workweek. The following are exempt from overtime requirements: employees exempt from the minimum wage provisions of the Fair Labor Standards Act of 1938, 29 USC 201 to 219 (except certain domestic service employees), professional, administrative, or executive employees; elected officials and political appointees; employees of amusement and recreational establishments operating less than 7 months of the year; agricultural employees; and any employee not subject to the minimum wage provisions of the act. Public sector and certain private sector employers not covered by the FLSA may be able to use compensatory time in lieu of overtime under specific provision.	
Equal Pay	
An employer shall not discriminate on the basis of sex by paying employees a rate which is less than the rate paid to employees of the opposite sex for equal work on jobs requiring equal skill, effort, and responsibility regardless of whether the work is performed in a different location or - except where payment is pursuant to a seniority system, merit system or system measuring earnings on the basis of quantity or quality of production or a differential other than sex.	
Enforcement	
An employee may either file civil action for recovery of unpaid minimum wages or overtime, or they may file a complaint with the Department of Labor and Economic Opportunity. The department may investigate a complaint and file civil action to collect unpaid wages or overtime due the employee and all employees of an establishment. Recovery under this act can include unpaid minimum wages and/or overtime, plus an equal additional amount as liquidated damages, costs, and reasonable attorney fees. A civil fine of \$1,000 can be assessed to an employer who does not pay minimum wage and/or overtime. A civil fine of \$2,500 can be assessed to an employer who does not pay minimum wage to tipped employees.	

Resources for Michigan Veterans

Military & Veterans Affairs Support

Michigan Department of Military and Veterans Affairs (DMVA)
The DMVA grows and sustains military readiness, cares and advocates for veterans, and develops purposeful partnerships.
• [www.michigan.gov/DMVA](#)
• Veteran Issues and Assistance: **800-MICH-VET**
• Military and Veterans Crisis Line: **800-273-TALK**
• Freedom of Information Act (FOIA) Requests: **571-481-7466**
• Michigan Rapids ID Card: **571-481-9474**
• Michigan Veterans Homes at Chesterfield Township: **586-210-7102**
• Michigan Veterans Homes D.J. Jacobetti (Marquette): **906-226-3576**
• Michigan Veterans Homes at Grand Rapids: **616-364-5300**

Mental Health & Substance Abuse Services

Veterans Crisis Line
Confidential crisis support for veterans and their loved ones. Contact the Veterans Crisis Line:
• Dial 988, then Press 1
• Text 838255
• Chat online: [www.veteranscrisisline.net/chat](#)
• Call TTY at **800-799-4889** for those with hearing loss

VA Medical Centers

Five VHA Medical Centers in Michigan provide a wide range of healthcare services.
• [www.saginaw.va.gov](#)
• [www.va.gov/battle-creek-health-care/](#)
• [www.annarbor.va.gov/](#)
• [www.ironmountain.va.gov/](#)

Staff Sergeant Parker Gordon Fox Suicide Prevention Grant Program
Supporting the mental wellness of Michigan veterans and their family members.
• **800-642-4838** or visit [Michigan.gov/SSGFox](#)

Vet Center Hotline

A free, around the clock confidential call center for veterans, service members and their families.
• **877-WAR-VETS (877-927-8387)**
The Women Veterans Call Center
Provides assistance and resources to women veterans and their families.
• **855-829-6636**

Michigan Department of Health and Human Services

Peer-run warline serves individuals living with persistent mental health challenges.
• Warline: **888-733-7753**
Coaching Into Care
Provides support to family members and friends who want to help the Veterans in their lives deal with substance abuse or mental health issues.
• **888-823-7458** or visit [www.mirecc.va.gov/coaching/](#)
Man Therapy
Men's mental health resources - destigmatizing mental health through humor, straight-shooting and practical tools.
• [mantherapy.org](#)

Veterans Affairs Support

U.S. Department of Veterans Affairs (VA)
VA provides lifelong healthcare services to eligible military veterans through 170 medical centers and outpatient clinics located throughout the country.
• MyVA411 main information line: **800-698-2411**
• Telecommunications Relief Services (using TTY): **711**
• VA benefits hotline: **800-827-1000**
• GI Bill hotline: **888-442-4551**
• National Call Center for Homeless Veterans: **877-424-3838**
• VA health benefits hotline: **877-222-8387**
• My HealthVet help desk: **877-327-0022**



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 job 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 either 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 1-800-658-0397.
5. Notify the Michigan Department of Labor and Economic Opportunity within 24 hours of all work-related inpatient hospitalizations, amputations and loss of or loss of use of a body member.
6. Make available to employees, for inspection and copying, all medical records and health data in the employee's possession pertaining to that employee.
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 discipline 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 avoid, 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 indicating that an imminent danger exists.
11. To promptly notify an employee who was or is being exposed to toxic materials or harmful physical agents of the representative of employees if the exposure exceeds those prescribed by a MIOSHA standard.

EMPLOYER REQUIREMENTS: MIOSHA requires that each employer:

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 aiding in 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 unhealthful condition exists in their workplace have the right to request an inspection by giving written notice to the 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 employee. Employees also have the right to bring unsafe or unhealthful conditions to the attention of the department representative during the conduct of an inspection or investigation.

The Act provides that employees may not be discharged or in any manner discriminated against for filing a complaint or exercising any of their rights under the Act. An employee who believes he or she has been discriminated against may file a complaint with the Michigan Department of Labor and Economic Opportunity within 30 days of the alleged discrimination.

The U.S. Department of Labor is monitoring the operation of the Michigan Occupational Safety and Health Administration (MIOSHA) to assure the effective administration of the state act. Any person may make a written complaint regarding the state administration of the state act directly to the Regional Office of OSHA, 230 South Dearborn, Chicago, Illinois 60604.

CITATIONS: If upon inspection or investigation the 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 \$7,000 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. Employers may appeal the alleged citation, the proposed penalties or the abatement periods to the Department and to the Board of Health and Safety Compliance and Appeals. Employers may appeal the abatement period in a similar manner. Employees also may appeal to the Board of Health and Safety Compliance and Appeals any decision issued by the Department in response to an employer 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 conviction is punishable by a fine of up to \$10,000 or may be imprisoned for not more than 6 months or both. Any willful 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 AND 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 them 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 long shoring, shipbuilding, ship breaking and ship repairing. These issues are not covered by the Michigan Plan for Occupational Safety and Health Information.

MORE INFORMATION:

Department of Labor and Economic Opportunity
Michigan Occupational Safety and Health Administration
530 W. Allegan Street, 20th Box 30463
Lansing, Michigan 48909-8143
[www.michigan.gov/miosha](#)

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!



MIOSHA Complaint Hotline 1-800-866-4674
Fatality Hotline 1-800-658-0397
MIOSHA Injuries/Illnesses Reporting 1-844-464-6742
Consultation and Training Assistance 1-517-284-7720

The Department of Labor and Economic Opportunity is an equal opportunity employer/program.



MIOSHA/SET 2010 (08/20)

This Workplace Covered by the Michigan Right To Know Law



SDS(s) For This Workplace Are Located At

Employers must make available to 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.

Employees 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) 284-7750
Construction Safety and Health Division and Asbestos Licensing (517) 284-7680
[www.michigan.gov/miosha](#)

MIOSHA/SET #2105 (Rev. 12/19)

LEO is an equal opportunity employer/program.

ATTENTION EMPLOYEES

The Michigan Whistleblowers' Protection Act (469 P. A. 1980) creates certain protections and obligations for employees and employers under Michigan law.

PROTECTIONS:

It is illegal for employers in Michigan to discharge, threaten or otherwise discriminate against you regarding your compensation, terms, conditions, location or privileges of employment because you or a person acting on your behalf reports or is about to report a violation or a suspected violation of federal, state or local laws, rules or regulations to a public body.

It is illegal for employers in Michigan to discharge, threaten or otherwise discriminate against you regarding your compensation, terms, conditions, location or privileges of employment because you take part in a public hearing, investigation, inquiry or court action.

OBLIGATIONS:

The Act does not diminish or impair either your rights or the rights of your employer under any collective bargaining agreement.

The Act does not require your employer to compensate you for your participation in a public hearing, investigation, inquiry or court action.

The Act does not protect you from disciplinary action if you make a report to a public body that you know is false.

ENFORCEMENT:

If you believe that your employer has violated this Act you may bring civil action in circuit court within 90 days of the alleged violation of the Act.

PENALTIES:

Persons found in violation of this Act may be subject to a civil fine of up to \$500.00.

If your employer has violated this Act the court can order your reinstatement, the payment of back wages, full reinstatement of fringe benefits and seniority rights, actual damages, or any combination of these remedies. The court may also award all or a portion of the costs of litigation, including reasonable attorney fees and witness fees to the complainant if the court believes such an award is appropriate.

This poster is provided as a courtesy of the Michigan Occupational Safety and Health Administration (MIOSHA). Visit our website at [www.michigan.gov/miosha](#).

MICHIGAN DEPARTMENT OF
LABOR AND ECONOMIC OPPORTUNITY

State of Michigan
Workers' Disability Compensation Agency

Employees -- Know Your Rights!

Remember - It is important to report your injury to your employer.

Medical Care

You are entitled to reasonable and necessary medical care for work-related injuries or diseases. Employers or their insurance carriers are required by law to provide these services. During the first 28 days of treatment, your employer has the right to choose the physician. After 28 days you are free to change physicians, but you must notify your employer of the change. If you receive treatment from a physician of your choice, you shall obtain and promptly furnish a report to your employer.

If your employer refuses to provide medical care, you should contact Michigan's Workers' Disability Compensation Agency at its toll-free telephone number: **1-888-396-5041**.

You should not receive a bill from a health care provider for treatment of a covered work-related injury or illness. If you do receive such a bill, you should contact your employer or the employer's insurance carrier.

Wage Loss Benefits

You are entitled to weekly workers' compensation benefits if you suffer a wage loss for more than seven consecutive days. These benefits may be claimed as long as a disability and wage loss continue. Generally, the benefit rate is 80% of your after-tax average weekly wage, subject to a maximum rate.

Vocational Rehabilitation

If you are unable to perform the work that you have done previously, you are entitled to vocational rehabilitation. The number one goal is your return to work with your employer. If you cannot do this or require assistance in finding a new job, vocational rehabilitation services can help.

To be completed by the employer

Employer Name
Employer Contact Person and Telephone Number
Workers' Compensation Insurance Carrier Name
If you have questions, please call the State of Michigan Workers' Disability Compensation Agency Toll-free 1-888-396-5041
Additional information is on the agency's website at https://michigan.gov/wdca .
EMPLOYER: PLEASE POST THIS NOTICE FOR YOUR EMPLOYEES TO SEE!

UIA 1711 (Rev. 09-21)		Authorized by MCL 421.1 et seq.
GRETCHEN WHITMER GOVERNOR	STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY UNEMPLOYMENT INSURANCE AGENCY	SUSAN R. CORBIN DIRECTOR

UNEMPLOYMENT COMPENSATION NOTICE TO EMPLOYEE

THIS FORM IS NOT A WAIVER REQUEST OR APPROVAL OF A WAIVER REQUEST.

Information Needed to File a Claim:

- Your Social Security card.
- Your state issued driver's license or ID card number or your Michigan's Automated Response Voice Interactive Network (MARVIN) PIN (if you have one).
- The names and addresses of employers you have worked for during the past 18 months and your quarterly gross earnings.
- The first and last date of employment with each employer.
- Your most recent employer's Federal Employer ID number (FEIN) and Employer Account Number (EAN). Depending on your situation, knowing the account number may speed up the processing of your claim.
- If you are not a U.S. Citizen or national, you will need your Alien Registration card and the expiration date of your work authorization.

Bi-Weekly Certification:

Unless the requirement has been waived, you must certify your eligibility every two weeks to receive benefits. The preferred method of certifying is online. Phone certification is also available.

- **Online:** Visit [www.michigan.gov/uia](#) and sign into MiLogin to access your Michigan Web Account Manager (MIWAM) account. Your online account is accessible seven days a week, 24 hours a day.
- **By Phone:** Call MARVIN at 1-866-638-3993, Monday through Friday, 8:00 a.m. to 4:30 p.m.

Work Search Activities:

You must be able, available, and seeking work to be eligible for benefits. Document and report at least one work search activity during your bi-weekly certification for benefits. The preferred method for reporting work search activities is through MIWAM. You may also report work search activities by phone through MARVIN. UIA will not release benefits until it processes the work search activities that you submit.

If you have questions, visit [www.michigan.gov/uia](#) for tools and resources. You can also access your MIWAM account to chat with an agent during regular business hours. Visit our website for hours of operation. TTY service is available at 1-866-366-0004.

To Be Completed by the Employer

Complete the following information in the spaces below. Each employee, when separated from your employment should receive a completed copy of this form or an equivalent written notice. A \$10.00 penalty for non-compliance may be imposed on the employer by UIA.

Your 10-digit UIA Employer Account Number (EAN): _____

Your 9-digit Federal Employer Identification Number (FEIN): _____

Employer's Name with Doing Business As (DBA) Name and complete mailing address where wage and separation information is available.

Employer's Name	DBA
Employer's Address	City, State, Zip Code
Name of Contact Person	Telephone Number

Reason for Separation:

Employers, direct any questions to the Office of Employer Ombudsmen (OEO) through your MIWAM account at [www.michigan.gov/uia](#) or call 1-855-484-2636. TTY service is available at 1-866-366-0004.

UIA is an equal opportunity employer/program.

MICHIGAN LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT, EDUCATION, HOUSING, PUBLIC ACCOMMODATION, LAW ENFORCEMENT OR PUBLIC SERVICE

BASED ON religion, race (including hair texture and protective hairstyles), color, national origin, sex, disability, sexual orientation, gender identity or expression, age¹, marital status¹, height², weight², arrest record², genetic information², and familial status³

Persons with disabilities needing accommodations for employment must notify their employers in writing within 182 days.

¹ Under the education act, age and marital status are prohibited considerations for admissions only

² in employment only

³ in housing only

If you think you have been discriminated against, you may file a complaint with the Michigan Department of Civil Rights.



Post in a conspicuous place.

Call 1-800-482-3604
Video Phone: 313-373-7035
[www.michigan.gov/mdcr](#)



SUMMARY OF WORK-RELATED INJURIES AND ILLNESSES

All establishments covered by Public Law of 1970 (P.L. 91-596) and Michigan Occupational Safety and Health Act 154, P.A. 1974, Part 11, Michigan Administrative Rule for Recording and Reporting of Injuries and Illnesses, must complete this Summary page, even if no injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and accurate before completing this summary. You may be fined for failure to comply. Using the Log, count the individual entries you reach for each category. Then write the totals below, making sure you've added the entries from every page of the log. If you had no cases write "0".

Employers, former employees, and their representatives have the right to review the MIOSHA Form 300 in its entirety. They also have limited access to the MIOSHA Form 300 or its equivalent. See Part 11, MIOSHA 2215 Rule 115, in MIOSHA's Recordkeeping rule, for further details on the access provisions for these forms.

Number of Cases			
Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
<u> </u> (G)	<u> </u> (H)	<u> </u> (I)	<u> </u> (J)
Number of Days			
Total number of days away from work	Total number of days of job transfer or restriction		
<u> </u> (K)	<u> </u> (L)		
Injury and Illness Types			
Total number of ...			
<u> </u> (M)			
(1) Injury	<u> </u> (N)	(4) Poisonings	<u> </u> (O)
(2) Skin Disorder	<u> </u> (P)	(5) Hearing Loss	<u> </u> (Q)
(3) Respiratory Conditions	<u> </u> (R)	(6) All Other Illnesses	<u> </u> (S)

Post this Summary page from February 1 to April 30 of the year following the year covered by the form. Post monthly notices in the Summary of Injuries and Illnesses to employees. Posting time to review the information, select and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless a display a currently valid OMB control number. If you have any comments about these releases or any aspects of this data collection, contact: Michigan Department of Labor and Economic Opportunity, MIOSHA, 1200 West Allegan Street, P.O. Box 30463, Lansing, MI 48909-8143, (517) 284-7720. Do not send the completed form to the office.

MIOSHA-300A (Rev. 2023) Effective 1/1/2024

Michigan Department of Labor and Economic Opportunity Michigan Occupational Safety and Health Administration (MIOSHA)		Year 20____
Form Approved OMB No. 1218-0178		
Establishment Information		
Your establishment name _____		
City _____		
State _____		
Zip _____		
Industry description (e.g., Manufacture of motor truck tires) _____		
Standard Industrial Classification (SIC), if known (e.g., SIC 3715) _____		
OR North American Industrial Classification (NAICS), if known (e.g., 336212) _____		
Employment Information		
Annual average number of employees _____		
Total hours worked by all employees last year _____		
Sign here _____		
Knowingly falsifying this document may result in a fine.		
I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.		