



# Michigan Department of Labor & Economic Opportunity

Wage and Hour Division

PO Box 30476

Lansing, MI 48909-7976

REQUIRED POSTER



GRETCHEN WHITMER  
GOVERNOR

SUSAN CORBIN  
DIRECTOR

## GENERAL REQUIREMENTS – EARNED SICK TIME ACT\*

Your employer's 'year' for the purposes of the Earned Sick Time Act is: \_\_\_\_\_

### Earned Sick Time Accrual

Number of Employees	Minimum Accrual Rate	Employer May Limit Use To:
10 or fewer employees	1 hour for every 30 hours	40 hours in a year
11 or more employees	1 hour for every 30 hours	72 hours in a year

- Determined by Employer written policy earned sick time may be carried over from year to year or paid out. A business with 10 or fewer employees is not required to permit an employee to use more than 40 hours of paid earned sick time in a single year, employers with 11 or more employees are not required to permit an employee to use more than 72 hours of paid earned sick time in a single year.
- Earned sick time shall begin to accrue on the effective date of this law, or upon commencement of the employee's employment, whichever is later.
- An employee may use accrued earned sick time as it is accrued. Newly hired employees may be subject to a 120 day wait period for use.
- An employer is in compliance with the act if it provides any paid leave in at least the same amounts as that provided under this act that may be used for the same purposes and under the same conditions provided in this act and that is accrued at a rate equal to or greater than the rate described in subsections (1) and (2) of Section 3 of the act. Paid leave includes, but is not limited to, paid vacation days, personal days, and paid time off.

### Earned Sick Time Uses

An employer shall permit an employee to use the earned sick time accrued for any of the following:

- The employee's or the employee's family member's mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the employee's mental or physical illness, injury, or health condition; or preventative medical care for the employee.
- If the employee or the employee's family member is a victim of domestic violence or sexual assault, for medical care or psychological or other counseling for physical or psychological injury or disability; to obtain services from a victim services organization; to relocate due to domestic violence or sexual assault; to obtain legal services; or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault.
- For meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child; or
- For closure of the employee's place of business by order of a public official due to a public health emergency; for an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency; or when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or employee's family member's presence in the community would jeopardize the health of others because of the employee's or family member's exposure to a communicable disease.
- An employer shall not require an employee to search for or secure a replacement worker as a condition for using earned sick time.

### Exercise of Rights

- An employer or any other person shall not interfere with, restrain, or deny the exercise of, or the attempt to exercise, any right protected under this act.
- An employer shall not take retaliatory personnel action or discriminate against an employee because the employee has exercised a right protected under this act. "Retaliatory personnel action" means any of the following:
  - Denial of any right guaranteed under this act.
  - A threat, discharge, suspension, demotion, reduction of hours, or other adverse action against an employee or former employee for exercise of a right guaranteed under this act.
  - Sanctions against an employee who is a recipient of public benefits for exercise of a right guaranteed under this act.
  - Interference with, or punishment for, an individual's participation in any manner in an investigation, proceeding, or hearing under this act.
- An employer's absence control policy must not treat earned sick time taken under this act as an absence that may lead to or result in retaliatory personnel action.

### Complaint Filing

An employee affected by an alleged violation, at any time within 3 years after the alleged violation or the date when the employee knew of the alleged violation may file a complaint with the Wage & Hour Division.

\*For precise language of the statute, see Public Act 338 of 2018, as amended  
Auxiliary aids, services and other reasonable accommodations are available, upon request, to individuals with disabilities.

# 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 (MIOSH Act), 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 MIOSH 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 1-800-858-0397.
5. Notify the Michigan Department of Labor and Economic Opportunity within 24 hours of all work-related inpatient hospitalizations, amputations and losses of an eye. Notification may be accomplished by calling 844-464-6742 (4MIOSHA).
6. Make available to employees, for inspection and copying, all medical records and health data in the employer's possession pertaining to that employee.
7. Afford an employee an opportunity with or without compensation to attend all meetings between the Michigan Department of Labor and Economic Opportunity and the employer relative to any appeal 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 discriminate 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 identifying that an imminent danger exists.
11. To promptly notify an employee who was or is being exposed to toxic materials or harmful physical agents in concentrations or at levels which exceed those prescribed by a MIOSHA standard.

**EMPLOYEE REQUIREMENTS:** MIOSHA requires that each employee:

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 employee 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 Michigan 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 Michigan 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. Employees 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 & 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.

**MORE INFORMATION:**

Michigan Department of Labor and Economic Opportunity  
Michigan Occupational Safety and Health Administration  
530 W. Allegan Street, P.O. Box 30643  
Lansing, Michigan 48909-8143  
[www.michigan.gov/miosha](http://www.michigan.gov/miosha)

**THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!**



MIOSHA Complaint Hotline ..... 1-800-866-4674  
Fatality Hotline ..... 1-800-858-0397  
MIOSHA Injuries/Illnesses Reporting ..... 1-844-464-6742  
Consultation and Training Assistance ..... 1-517-284-7720



The Michigan Department of Labor and Economic Opportunity (LEO) is an equal opportunity employer/program.

## ***Notice To All Employees:***

# ***Information about Unemployment Benefits***

This employer is covered by the

## **MICHIGAN EMPLOYMENT SECURITY ACT**

Unemployment benefits are payable to qualified and eligible workers of this employer through Michigan's Unemployment Insurance Agency.

### **File an unemployment claim online**

If you become unemployed, you can file your new unemployment claim or reopen an established claim online through the Michigan Web Account Manager (MiWAM) at [michigan.gov/uia](http://michigan.gov/uia). Click on MiWAM for Workers.

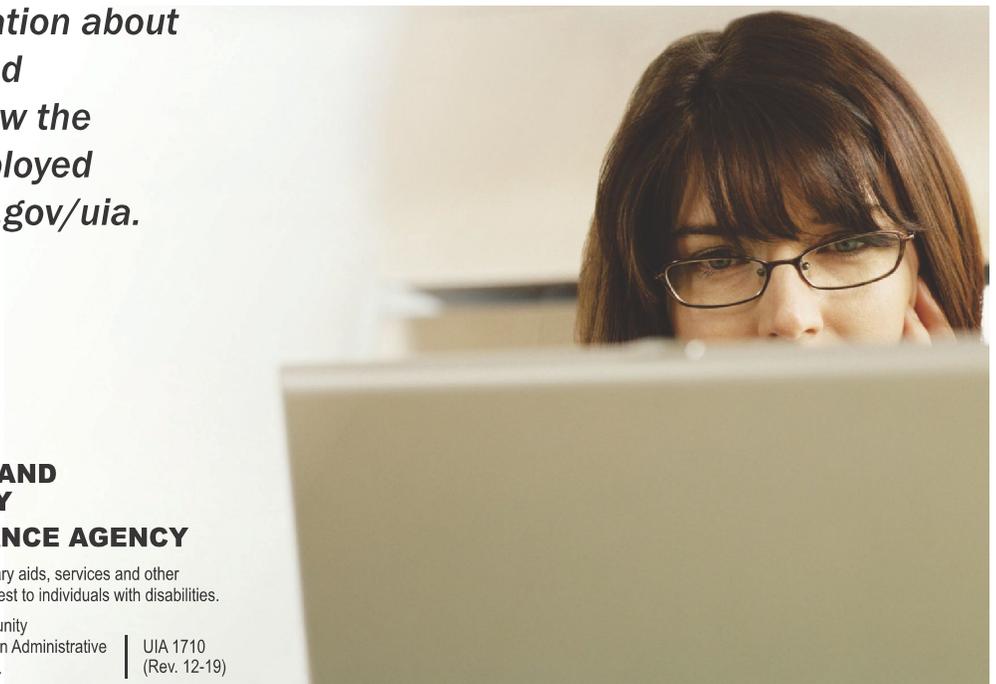
A claim for benefits begins the week it is filed. File your claim the first week you become unemployed.

*For complete information about your benefit rights and responsibilities, review the Handbook for Unemployed Workers at [michigan.gov/uia](http://michigan.gov/uia).*

**STATE OF MICHIGAN  
DEPARTMENT OF LABOR AND  
ECONOMIC OPPORTUNITY  
UNEMPLOYMENT INSURANCE AGENCY**

UIA is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.

Michigan Department of Labor and Economic Opportunity  
Unemployment Insurance Agency; Authority: Michigan Administrative  
Code, Section R 421.105; Paid for with federal funds. | UIA 1710  
(Rev. 12-19)



# 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, age<sup>1</sup>, marital status<sup>1</sup>, height<sup>2</sup>, weight<sup>2</sup>, arrest record<sup>2</sup>, genetic information<sup>2</sup>, and familial status<sup>3</sup>

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

*<sup>1</sup> Under the education article, age and marital status are prohibited considerations for admissions only*

*<sup>2</sup> in employment only*

*<sup>3</sup> in housing only*

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

**Call 1-800-482-3604**  
**Video Phone: 313-437-7035**  
**[www.michigan.gov/mdcr](http://www.michigan.gov/mdcr)**



Post in a conspicuous place.

# 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). MIOSHA **does not enforce** the Michigan Whistleblowers' Protection Act (469 P.A. 1980)

Visit our website at [www.michigan.gov/miosha](http://www.michigan.gov/miosha) for additional information.

# 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](http://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: **517-481-7646**
- ★ Michigan Rapids ID Card: **517-481-9874**
- ★ Michigan Veteran Homes at Chesterfield Township: **586-210-7102**
- ★ Michigan Veteran Homes D.J. Jacobetti (Marquette): **906-226-3576**
- ★ Michigan Veteran 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](http://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](http://www.saginaw.va.gov)
- ★ [www.va.gov/battle-creek-health-care/](http://www.va.gov/battle-creek-health-care/)
- ★ [www.va.gov/detroit-health-care/](http://www.va.gov/detroit-health-care/)
- ★ [www.annarbor.va.gov/](http://www.annarbor.va.gov/)
- ★ [www.ironmountain.va.gov/](http://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](http://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 warmline serves individuals living with persistent mental health challenges.

- ★ Warmline: **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/](http://www.mirecc.va.gov/coaching/)

### Man Therapy®

Men's mental health resources - destigmatizing mental health through humor, straight-shooting and practical tools.

- ★ [mantherapy.org](http://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 county.

- ★ MyVA411 main information line: **800-698-2411**
- ★ Telecommunications Relay 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 HealtheVet help desk: **877-327-0022**

## Education, Workforce & Job Training Resources

### Michigan Works! Agencies

Veterans and eligible spouses receive Priority of Service in obtaining employment and training services.

- ★ **800-285-WORKS (9675)** or visit [MichiganWorks.org](http://MichiganWorks.org)

### Pure Michigan Talent Connect

Veterans receive first access to positions posted on Michigan's official jobs site.

- ★ [www.mitalent.org/](http://www.mitalent.org/)

### Pathfinder

Map your future using Michigan's free career exploration tool.

- ★ [pathfinder.mitalent.org/](http://pathfinder.mitalent.org/)

### Veterans' Employment Services

A team of "veterans helping veterans" secure meaningful careers in Michigan.

- ★ [Michigan.gov/VES](http://Michigan.gov/VES)

### Michigan Department of Labor and Economic Opportunity

The Office of Employment and Training develops customized workforce solutions for businesses and individuals, including those with disabilities.

- ★ [www.michigan.gov/leo/employment-and-training](http://www.michigan.gov/leo/employment-and-training)

## Tax Benefits

### Military Pay Exemption

Active-duty military pay and military retirement benefits are exempt from Michigan income tax.

### Income Tax Credit for Property Tax Paid

Disabled veterans or their surviving spouses may be eligible for an income tax credit for property tax paid.

### Disabled Veterans' Property Tax Exemption

Qualified veterans with a service-connected disability may be eligible for a reduction in their property tax liability.

- ★ [www.michigan.gov/taxes/property/ind-exempt-defer/property-tax-information-for-veterans-and-military-personnel](http://www.michigan.gov/taxes/property/ind-exempt-defer/property-tax-information-for-veterans-and-military-personnel)

## Military and Veteran Plate/ID Options

### Michigan Secretary of State

Add a veteran designation to a Michigan driver's license or official state personal identification card by visiting any Secretary of State office.

- ★ [www.michigan.gov/sos/faqs/license-and-id/veteran-designation](http://www.michigan.gov/sos/faqs/license-and-id/veteran-designation)

Order a new or replacement military/veteran license plate.

- ★ [www.michigan.gov/sos/vehicle/license-plates/military-and-veteran-plate-options](http://www.michigan.gov/sos/vehicle/license-plates/military-and-veteran-plate-options)

## Unemployment Benefits

### Michigan Unemployment Insurance Agency

UIA administers Michigan's unemployment insurance program, providing temporary financial assistance to individuals who become unemployed through no fault of their own.

- ★ [www.michigan.gov/leo/bureaus-agencies/ui](http://www.michigan.gov/leo/bureaus-agencies/ui)
- ★ **866-500-0017** (Monday-Friday, 8 a.m. to 4:30 p.m.)
- ★ MARVIN: **866-638-3993** to certify for benefit payments

## Legal Services

### Uniformed Services Employment and Reemployment Rights Act (USERRA)

Veterans' Employment and Training Service (VETS) assists those experiencing service-connected problems with their civilian employment.

- ★ **866-4-USA-DOL (1-866-487-2365)**
- ★ [www.dol.gov/agencies/vets/programs/userra](http://www.dol.gov/agencies/vets/programs/userra)



MICHIGAN DEPARTMENT OF  
LABOR & ECONOMIC  
OPPORTUNITY

EMPLOYMENT  
& TRAINING

## 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*

<b>HUMACH HOLDINGS, LLC</b>
Employer Name
Employer Contact Person and Telephone Number
<b>THE TRAVELERS INSURANCE COMPANIES</b>
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 <http://michigan.gov/wdca>.

**EMPLOYER: PLEASE POST THIS NOTICE FOR YOUR EMPLOYEES TO SEE!**

# Michigan Workers' Disability Compensation Rights & Responsibilities

Each party involved in the workers' compensation system has rights and responsibilities that help ensure the successful application of the law, and ultimately a safe return to work for the employee.

## **EMPLOYEES**

- **Report all injuries to your supervisor immediately!**
- Most workers are covered under workers' compensation from the start of employment.
- Benefits include reasonable & necessary medical care, wage loss benefits, and vocational rehabilitation services.
- A compensable injury is one that has arisen "out of and in the course of employment." In other words, work must cause the disability.
- Workers' compensation is the "exclusive remedy" for work injuries, meaning that in most cases you cannot sue for other damages.
- There is a 7-day waiting period for wage loss benefit payments. If the disability lasts beyond one week, the worker is entitled to benefits as of the eighth day after the injury. If a disability continues for two weeks or longer, then the worker is entitled to be paid compensation for the first week of disability from the date of disablement. Paid medical leave may apply during the 7-day waiting period.
- There is no waiting period for medical benefits; coverage begins at the time of the injury.
- In most cases, wage loss benefits are calculated by taking the average of the highest 39 weeks of the last 52 weeks of gross wages prior to injury. Generally, you should receive 80% of the after-tax value of this average.
- Your first check is due and payable on the 14th day of disability. However, a benefit check is not considered "late" until 30 days after the due date.
- Weekly benefits continue so long as you are disabled, which could be for the rest of your life. However, benefits can be reduced by up to 50% after age 65 at 5% per year up to age 75, or upon receipt of social security retirement benefits.
- If you are only partially disabled, you do have a duty to seek reasonably available work, taking into consideration those limitations (restrictions) from the work-related personal injury or disease.
- If you have **more than one job** covered under the Worker's Disability Compensation Act, you get credit for all wages earned in those jobs.
- **Medical Benefits:** You are entitled to all reasonable and necessary medical care including surgical, hospital, and dental services, as well as crutches, hearing apparatus, chiropractic treatment, and nursing care. These services are provided indefinitely as long as there is a need related to the injury.
- **Choosing A Doctor:** During the first 28 days of treatment, the employer has the right to choose the doctor. After that, you are free to change doctors providing that you notify the employer and insurance company, preferably in writing. You do not need authorization from the insurance company or the employer to be medically treated, as long as the treatment is reasonable and necessary, and your claim is not in dispute.
- **Maintaining Contact:** It is extremely important that you maintain regular contact with your employer throughout the treatment and recovery period so that they are aware of your progress. Provide your employer with updated work status reports and discuss early return to work options.
- **Vocational Rehabilitation:** If you have a work-related injury or illness which prevents you from being able to perform work for which you have previous training or experience, you are entitled to vocational rehabilitation benefits. Vocational rehabilitation can include a variety of professional services designed to help injured workers re-enter the workforce. These services may include job placement assistance, retraining support, or guidance in starting your own business. Vocational rehabilitation services are paid for by the employer/insurance carrier, so in most cases you must have an open workers' compensation claim to receive rehabilitation benefits.
- You may also be eligible for Family Medical Leave Act (FMLA) benefits. If you have questions, you should contact the U.S. Department of Labor.

## **EMPLOYERS**

- **Stay in touch with your employees while they are off work!** Look for appropriate light duty work options and accommodations when possible.
- All public and most private employers in Michigan are covered by workers' compensation. Every employer subject to the Act must provide proof of insurance or be approved for self-insurance to ensure benefits can be paid to its workers should they become injured.
- Eligible employees are covered under workers' compensation from the date of employment.
- There are severe penalties if an employer fails to provide workers' compensation coverage.

## **EMPLOYER REPORTING**

- **All claims must be reported to your insurance carrier.**
- **Form WC-100** must be filed with the Workers' Disability Compensation Agency (WDCA) and your insurance carrier immediately upon the disability exceeding 7 consecutive days, death or specific loss. A copy of this form must also be given to the employee.
- You must ensure that reasonable and necessary medical treatment is provided promptly.
- You will need to provide a wage history report to the insurance carrier in order to calculate the correct benefit amount.
- **Minors:** The Act provides that an illegally employed minor is entitled to double compensation if injured.

## **INSURANCE COMPANIES**

- **Prompt and regular payment of benefits is required by law.**
- Form WC-701: Must be filed with the WDCA when wage loss benefits begin, change or stop.
- Form WC-110: Must be filed with the WDCA 3 months post-injury, and every 4 months after, to report on vocational rehabilitation activity.
- Form WC-107: Must be filed with the WDCA if a claim is disputed.
- Medical services rendered are subject to the State of Michigan Health Care Services Rules and Fee Schedule.
- Injured workers are not to be "balance billed" for charges over and above the fee schedule.
- Benefits are not to be stopped for non-cooperation with vocational rehabilitation; a hearing must be requested prior to stoppage.

**For more information contact: State of Michigan Workers' Disability Compensation Agency  
Toll free: 1-888-396-5041, or visit our website at [www.michigan.gov/wdca](http://www.michigan.gov/wdca)**