

Important Update:

Includes NEW EEOC (Pregnant Workers Fairness Act) and FLSA (PUMP Act) federal updates.

ENTITY INFORMATIONOASIS HEALING MASSAGE AND MORE, LLC

OASIS HEALING MASSAGE AND MORE, LLC
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 Otisville MI 48463-9502



Document Number:	<u>MG0899836</u>
Notice Sent Date:	<u>11/20/2024</u>
Respond By Date:	<u>12/05/2024</u>
Document Fee:	<u>\$108.00</u>

Your business is obligated under **Federal Law** to display a current, compliant labor law poster in the workplace. This requirement applies regardless of the number of employees, whether one or a thousand. **It is federal law to display up-to-date employment posters in the workplace**, including information about workers' compensation benefits.

Failure to comply with posting regulations, as outlined in Federal Law 29 USC Sec. 666 (i) & 29 Sec. 2005, can result in potential fines exceeding \$7,000 per violation for not posting federally required information. Additionally, non-compliance may toll lawsuits based on the failure to display mandatory posters. The compliant employment poster must be prominently placed in a visible location in the workplace for all employees and applicants to see.

To obtain your federal employment labor law poster, please detach the bottom coupon and return it in the enclosed envelope with your document processing fee of \$108. **Please allow up to two weeks for delivery of the 2025 All-In-One Labor Law Poster.**

The company details provided above will be used to issue the federal labor law compliance poster. Please verify the accuracy of the information we have on file. If any details are incorrect, kindly note them and return the form along with your payment. All necessary updates will be made before issuing the compliance poster. Please allow 1-3 business days for corrections to be processed. We've streamlined the process with this form for your convenience.

For additional questions, reach out via email at: info@lplabor.org. To place an order online for quicker service, visit: www.lplabor.org.

Detach and Mail

DOCUMENT FEE: **\$108.00**Make Checks Payable to: **LPCC**Respond by: **12/05/2024**

SCAN THE QR CODE TO ORDER ONLINE PAY BY CREDIT CARD, APPLE PAY, OR PAYPAL.

**Sent Date: 11/20/2024 Document #: MG0899836 Amount: \$108.00**

Phone#: _____

 If Paying by Money Order or Check

SCAN ME!

SCAN ME!

Credit Card-Check Information. (\$4.95 Processing Fee for Credit/Debits)Card Type: Master Card Visa Discover Amex**Cardholder Name
(as shown on card):****Card Number:****Expiration Date (MM/YY):****CVV Code:**

SIGNATURE:

Return this completed form with the return envelope included. Please allow 2-3 weeks for delivery of the 2025 poster

PRINT NAME:

IMPORTANT: You are **NOT** required to purchase anything from this company and the company is **NOT** affiliated, endorsed, or approved by any governmental entity. The item offered in this advertisement has **NOT** been approved or endorsed by any governmental agency, and this offer is **NOT** being made by an agency of the government. If you are not satisfied with our service feel free to request a full refund within 30 days of receiving your order. Michigan

* **IMPORTANT ADDITIONAL INFORMATION ON THE BACK OF THIS DOCUMENT ***

*****MAJOR RECENT UPDATES FOR 2025*****

***PREGNANT WORKERS FAIRNESS ACT (PWFA):** The Pregnant Workers Fairness Act (PWFA) is a federal law that requires covered employers to provide “reasonable accommodations” to a qualified worker’s known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an “undue hardship.” An undue hardship is defined as causing significant difficulty or expense.

***FLSA (PUMP ACT):** The new law requires employers of all sizes to provide reasonable break time for an employee to express human milk for their nursing child for up to one year after the birth of the child.

***YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT:** This panel has been revised and updated.

A compliant Employment Poster must be displayed prominently in your workplace where it is visible to all employees and job applicants. The poster should also provide details on workers' compensation benefits, the pay schedule, and emergency contact information.

Changes in the law require employers to display the 2025 Employment Law Poster in their place of business. Poster includes the following REQUIRED notices.

Federal Panels Included:

- Michigan's Minimum Wage
- Michigan's Disability Compensation
- Michigan's Employment Discrimination
- Michigan's Paid Medical Leave act
- Michigan's Unemployment Benefits
- Michigan's Workers Compensation

- Employee Rights Under the Fair Labor Standard Act
- Equal Employment Opportunity is The Law
- Employee Rights Employee Polygraph Protection Act Poster
- Federal Minimum Wage
- OSHA Job Safety and Health it's The Law
- Employee Rights Under the Family and Medical Leave Act
- The Uniformed Services Employment and
- FLSA (Pump Act)
- Reemployment Act (USERRA)
- Pregnant Workers Fairness Act (PWFA)

Penalties and risk of non-compliance:

Penalties for non-compliance are faced with potential fines in excess of \$7,000 for failure to post federally required information. Further lawsuits can be tolled based on failing to display mandatory notices. Tolling the extension of the statute of limitations for failing to post can cause an employer to spend up to 250,000 in legal fees defending a case that otherwise would never exist. Employee and labor issues are top reasons for lawsuits against businesses.

STATE & FEDERAL COMPLIANCE POSTER INCLUDES:



Compliant Federal Poster English Version:	Compliant State Poster (Labor Code 3550)	National Labor Relations Act	Unemployment Insurance	State Disability Insurance	Sexual Harassment Information Sheets	Workers Compensation Rights and Benefits
This poster includes all required federal posting such as federal minimum wage the NLRA National Labor Relations Act employee rights notice.	This poster includes information about workers' compensation benefits.	This is a federally mandated poster.	Offers notice of insurance benefits in the event an employee is injured (and the injury is not work related).	Provides notice of disability insurance benefits in the event an employee is injured (and the injury is not work related).	Describes the problem and penalties of sexual harassment.	Gives and employees details of their right to workers' comp benefits should they sustain an on-the-job injury.

DISCLAIMER: LPCCS is a non-government publisher of labor law employment posters. These posters are designed to help employers fulfill their legal obligations under federal labor law posting regulations. **IMPORTANT:** You are NOT required to Purchase anything from this company and the company is NOT affiliated, endorsed, or approved by any governmental entity. The item offered in this advertisement has NOT been approved or endorsed by any governmental agency, and this offer is NOT being made by an agency of the government. If you are not satisfied with our service feel free to request a full refund within 30 days of receiving your order.

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5859 W SAGINAW

5859 W SAGINAW HWY BOX 161
LANSING MI 48917

26 MAY 2024 PM 6 1
METROPLEX MI 450

**ELECTRONIC SERVICE REQUESTED
NON-GOVERNMENT AGENCY**

IMPORTANT INFORMATION ENCLOSED

-R-T-S- 48463-RFS-1N 11/26/24

RETURN	TO	SENDER
UNABLE	TO	FORWARD
UNABLE	TO	FORWARD
RETURN	TO	SENDER

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TIME SENSITIVE - TIEMPO LIMITADO

WARNING

\$2,000 FINE, 5 YEARS IMPRISONMENT OR BOTH
FOR ANY PERSON INTERFERING OR OBSTRUCTING
WITH DELIVERY OF THIS LETTER U.S. MAIL
TTT.18 SEC 1702 U.S. CODE
THIS IS NOT A GOVERNMENT DOCUMENT

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