



T 517 321 4144  
THE MICHIGAN LABOR LAW POSTER SERVICE  
5859 W. SAGINAW #343  
LANSING, MICHIGAN 48917-2653

Z 48917 +4 2600  
Notice Date: 23 - 06  
Company ID: 86183225

For compliance assistance  
you may call us at: 1-877-321-4144  
FAX: 1-888-442-4144

T001-00001-00 \*\*\*\*\*AUTO\*\*SCH 5-DIGIT 49807  
Attn: Personnel Manager  
H R Nelson & Sons Inc  
2155 H Rd  
Bark River, MI 49807-9725



ATTENTION ALL EMPLOYERS!  
New Federal and State Posters for  
2006! Please see requirements  
below:

Dear Employer,  
State and Federal Law requires Michigan employers to post the following notices at most work sites. Investigations may be conducted by State inspectors. An employer found to be in violation of State or Federal Laws by willfully failing to post up-to-date OSHA posters may be subject to criminal penalties as well as civil liability actions including assessments of up to **\$7,000**. The Michigan Labor Law Poster Service is a non-governmental organization providing mandatory workplace posters and does not have a contract with any governmental agency. Posters may also be available free from the issuing governmental agencies. Compliance with State and Federal posting requirements may be achieved by responding to the order form below. **PLEASE RESPOND TODAY TO THE ENCLOSED.**

STATE POSTING REQUIREMENTS

- ☐ **Minimum Wage Law (MCL 408.391)**  
“Every employer subject to ... this Act or of any regulation or order issued under its provisions shall keep a copy of them posted in a conspicuous place in the area where employees are employed.”
- ☐ **Occupational Safety and Health Act (MCL 408.1011)**  
“An employer shall ... [p]ost notices and use other appropriate means to keep his or her employees informed of their protections and obligations under this Act, including applicable rules and standards.”
- ☐ **Overtime Compensation Rules (MCL 408.481)**  
“Every employer subject to the provisions of this Act or of any regulation or order issued under its provisions shall keep a copy of them posted in a conspicuous place in the area where employees are employed.”
- ☐ **Occupational Safety and Health Act - Hazardous Chemicals (MCL 408.1014j)**  
“An employer ... shall post signs throughout the workplace advising employees of ... the location of the material safety data sheets for the hazardous chemicals produced or used in the workplace. ...”
- ☐ **Bureau of Safety and Regulation (MCL 408.481)**  
“Every employer subject to the provisions of this Act or of any regulation or order issued under its provisions shall keep a copy of them posted in a conspicuous place in the area where employees are employed.”
- ☐ **Whistleblower Protection Act (MCL 15.368)**  
“An employer shall post notices and use other appropriate means to keep his or her employees informed of their protections and obligations under this Act.”
- ☐ **Youth Employment Standards Act (MCL 409.113(i))**  
“Each employer shall keep posted conspicuously in or about the premises at which a minor is employed, a printed copy of sections 10, 11, and 12 of this Act.”

FEDERAL POSTING REQUIREMENTS

- ☐ **Uniformed Services Employment and Reemployment Rights Act (38 USCA § 4334(a))**  
“Each employer shall provide to persons entitled to rights and benefits under this chapter a notice of the rights, benefits, and obligations of such persons and such employers under this chapter. The requirement for the provision of notice under this section may be met by the posting of the notice where employers place notices for employees.”
- ☐ **Employee Polygraph Protection Act (29 CFR § 801.6)**  
“Every employer subject to the EPPA shall post and keep posted on its premises a notice explaining the Act, as prescribed by the Secretary. Such notice must be posted in a prominent and conspicuous place in every establishment of the employer where it can be readily observed by employees and applicants for employment.” Under 29 CFR § 801.42(7) a civil penalty not to exceed **\$10,000** may be assessed against any employer for violating any provision of this Act.
- ☐ **Equal Employment Opportunity is the Law (29 CFR § 1601.30)**  
“Every employer...shall post and keep posted in a conspicuous places upon its premises notices in an accessible format...describing the applicable provisions of title VII and the ADA. Such notice must be posted in prominent and accessible places where notices to employees...are customarily maintained...[F]ailure to comply with this section punishable by a fine of not more than **\$110** for each separate offense.”
- ☐ **Family and Medical Leave Act (29 USC § 2619(a)(b))**  
“Each employer shall post and keep posted, in a conspicuous place on the premises of the employer where notices to employees and applicants for employment are customarily posted, a notice...setting forth excerpts from, or summaries of, the pertinent provisions of this subchapter and information pertaining to the filing of a charge...Any employer that willfully violates this section may be assessed a civil money penalty not to exceed **\$100** for each separate offense.”
- ☐ **Federal Minimum Wage (29 CFR § 516.4)**  
“Every employer employing any employees subject to the Act’s minimum wage provisions shall post and keep posted a notice explaining the act, as prescribed by the Wage and Hour Division, in conspicuous places in every establishment where such employees are employed so as to permit them to observe readily a copy.”
- ☐ **Occupational Safety and Health (29 CFR § 1903.2(a)(1))**  
“Each employer shall post and keep posted a notice or notices...informing employees of the protections and obligations provided for in the Act...in a conspicuous place or places where notices to employees are customarily posted. Each employer shall take steps to insure that such notices are not altered, defaced or covered with other material.”

PLEASE MAIL THIS FORM WITH YOUR  
CHECK, PAYABLE TO:  
THE MICHIGAN LABOR LAW POSTER SERVICE  
5859 W. SAGINAW #343  
LANSING, MICHIGAN 48917-2653  
1-877-321-4144 (phone orders)

Please send the following posters:

Complete Set(s) of Federal and State  
\_\_\_\_ 1st set.....\$54.50 \$\_\_\_\_\_  
\_\_\_\_ Add'l. set(s).....\$49.50 \$\_\_\_\_\_  
Separate Posters  
\_\_\_\_ Federal Only .... \$24.50 each \$\_\_\_\_\_  
\_\_\_\_ State Set ..... \$39.50 each \$\_\_\_\_\_  
\_\_\_\_ MI Sales Tax (6%) \$\_\_\_\_\_  
(1st set \$7.75; .....Shipping \$\_\_\_\_\_  
add'l sets and individual  
posters \$3.75 each) .....TOTAL \$\_\_\_\_\_

Please Call for Large Order Discounts.

Order Form 23 - 06 Company ID: 86183225

A complete set is made up of three large posters, one Federal and two State.  
Posters are 18" x 24" in full color and laminated in plastic.  
Posters also available in Spanish — please call.

PLEASE FAX CREDIT CARD ORDERS TO: 1-888-442-4144 — FAX

Enclosed: ☐ Check Credit Card: ☐ VISA ☐ MC ☐ AmEx ☐ Discover  
Credit Card #: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ Exp. \_\_\_\_/\_\_\_\_  
Signature \_\_\_\_\_  
Ship to: (please print clearly) Attention: \_\_\_\_\_  
Company: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Phone: ( \_\_\_\_\_ ) \_\_\_\_\_