

Labor Laws and Michigan Agriculture



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Introduction

All farm employers and workers need to be aware of and understand the various laws pertaining to labor. This publication attempts to create such awareness and lists references for fuller understanding.

This information has been compiled from reliable sources. It is a reference for general educational use. It does not constitute legal advice, and the publisher assumes no liability for actions taken on the basis of the information provided. It is the employer's responsibility to keep abreast of current laws and changes.

An important single reference for farmers who employ a number of full-time workers or any seasonal or migrant labor is a subscription to the Agricultural Labor and Safety Services (ALSS) Newsletter offered by Michigan Farm Bureau. The program provides in-depth reviews of labor and related issues, employment postings, and on-site services. Contact Michigan Farm Bureau at 517-679-5352 or at <http://www.michfb.com/MI/ALSS/> (under Labor & Safety Products). A detailed guide to U.S. Department of Labor (DOL) posters is available at: www.dol.gov/elaws/posters.htm.

Important references for farm workers seeking legal advice are the [Farmworker Calendar](http://www.farmworkerlaw.org/calendar) (<http://www.farmworkerlaw.org/calendar>), the Michigan Legal Help webpage in [English](https://michiganlegalhelp.org/) (<https://michiganlegalhelp.org/>) and [Spanish](https://michiganlegalhelp.org/es) (<https://michiganlegalhelp.org/es>), and the Farmworker Law Hotline 1-800-968-4046. General information can also be found at the [U.S. Department of Labor website](https://www.dol.gov/) (<https://www.dol.gov/>).

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Federal Wage Law

Fair Labor Standards Act (FLSA), 29 U.S.C. §§ 201 *et seq.*

Who must comply

- All covered employers must comply. Any farmer employing enough workers to have had 500 “man-days” of hired work performed on the farm during any quarter of the preceding calendar year must comply. The 500 man-day test includes any employee who performs work for 1 hour or more on any day. Workers in the employer’s immediate family and certain local harvest workers are excluded from the 500 man-day test.

What the employer must do

- You must pay at least \$7.25 per hour to all covered employees including certain family members. (Note that the Michigan state law requires a minimum wage in 2018 of \$9.25 per hour, subject to change in 2019. See “Minimum Wage Law” section on page 7 for more information).
- Agricultural workers, as defined, are exempt from the overtime pay provisions during pay periods in which they solely perform exempt agricultural work. Handling or selling products taken in from other farmers or suppliers generally requires overtime.
- You must provide each worker with his or her own wages and wage statement. You must not write one check covering multiple workers.
- You must not pay wages to employees at a rate less than the rate at which you pay wages to employees of the opposite sex for equal work on jobs that require equal skill, effort, and responsibility and are performed under similar working conditions.
- You may not treat workers as “independent contractors” if they are employees as defined in the Fair Labor Standards Act, 29 U.S.C. §§ 201 *et seq.*; the Internal Revenue Code, 26 U.S.C. §§ 1 *et seq.*; or the Michigan Workers’ Disability Compensation Act, MCL 418.101 *et seq.*
- A number of federal laws, including the Fair Labor Standards Act, require postings in the workplace. Certain postings are required in Spanish or language of familiarity. To obtain posters or get more information about poster requirements or other compliance assistance matters, you may contact the U.S. Department of Labor (DOL) at 1-8664USWAGE, or you may visit the DOL Workplace Posters page at www.dol.gov/compliance/topics/posters.htm. Poster sets are available at <https://www.michfb.com/MI/ALSS/> (under labor and safety products).
- You must not take negative action against an employee for reporting or complaining about a violation under this law.
- Under state and federal law, you must maintain and retain for at least 3 years a complete payroll record for each employee. You must also provide a written statement for each employee at time of payment. The following table “Employee Records and Statements Required” provides a reference of the information required by the Michigan Payment of Wages and Fringe Benefits Act, Fair Labor Standards Act, Migrant and Seasonal Agricultural Worker Protection Act (referred to as the “MSPA”), and H2A law and regulations.¹ Your payroll software program may not provide the ability to meet all of these requirements, but you as an employer still need to comply with the necessary payroll record and written statement requirements of each law for which you are a covered employer. Records that must be maintained are identified in the table by the letter “R.” Statements that must be provided to the employee are identified in the table by the letter “S.”

¹There may be other laws, such as state and federal tax laws, which require records to be maintained that are not identified in this table.

Employee Records and Statements Required¹

Information required in the form of Records (R) or Statements (S)	Michigan Payment of Wages and Fringe Benefits Act	Fair Labor Standards Act	MSPA	H2A	Workforce Opportunity Wage Act & Rules
Employee's name or full name (as used for SSN)	R (name)	R (full name)	R, S	R	R (name)
Social Security number		R	R, S		
Address at time of Michigan employment, including zip code	R	R (if younger than 19)			
Permanent address		R	R, S	R	R
Birth date for all, or if younger than 19	R (all)	R (<19)			R(all)
Occupation or classification	R	R			R
Sex		R			
Time and day of week when employee's workweek begins		R		R	
Hours offered each day (within and above ¾ rule)				R, S	
Hours worked each day (including hours worked while on piece rate)		R		R, S	R
Hours offered but refused by the worker				R	
Start and stop times each day		R		R	R (to the 1/10 of an hour)
Total hours worked pay period or week or day	R, S (period)	R (week)	R, S	R, S (day)	R (period, day), S
Basis on which employee's wages are paid (hourly rate or piece rate)		R	R, S	R, S	
Regular hourly pay rate and/or piece	R	R		R, S	R
Piecework units (and hours worked while on piece rate as above) week or day or tips	S (week)	R	R, S (week)	S (day)	R, S (tips)
Total daily or weekly straight-time earnings		R			
Total overtime earnings for the workweek		R			
Total pay period earnings (gross)	R, S	R	R, S	R, S	R, S
All additions to or deductions from the employee's wages (itemized). Employee's signature authorizing any deductions other than those authorized by law (such as state or federal taxes), for each pay period in which deductions are taken	R, S	R	R, S	R, S	R, S
Net pay			R, S		
Date of payment		R			
Pay period covered by the payment	S	R		S	
Year-to-date amounts for preceding items				R ² , S ³	
The employer's name, address and TIN/FEIN			S	S	
Contracts, certificates, agreements, plans, notices, wage rate tables, all basic time and earning cards or sheets		R			

¹There may be other laws, such as state and federal tax laws, which require records to be maintained that are not identified in this table.

²H-2A rule requires summary payroll "records."

³H-2A rule requires "statement" of hours offered in accordance with the ¾ contract guarantee.

What the employer may do

- Agricultural employers who traditionally contract for harvesting on a piecework basis may pay hand-harvest laborers by piece rate but must still pay each worker at least the minimum wage for all hours worked per pay period. Please note disclosure requirements under “Migrant and Seasonal Agricultural Worker Protection Act” on page 12.

What the worker may do

- If you believe your employer must comply with these laws but is failing to do so, you should contact one of the following agencies or an employment attorney.
- You should keep your own records of the hours you worked, the number of pieces you picked in each pay period, and the amount of wages you were actually paid.

For additional information:

Detroit District Office

U.S. Department of Labor
Wage & Hour Division
211 W. Fort St., Room 517
Detroit, MI 48226-3237
Phone: 313-309-4500, 1-866-487-9243

Grand Rapids District Office

U.S. Department of Labor
Wage & Hour Division
800 Monroe Ave. NW, Suite 315
Grand Rapids, MI 49503-1451
Phone: 616-456-2004, 1-866-487-9243

Or www.dol.gov/WHD/

Michigan Wage Law

I. Payment of Wages and Fringe Benefits Act MCL 408.471

Who must comply

- All employers of 1 or more employees must comply.

What the employer must do

- You must pay hand harvesters at least once a week for all wages earned on or before the second day following the workweek, unless another method is agreed upon by written contract.
- You must pay all wage workers on a regular basis and never more than 15 days after the close of the pay period.
- You must pay employees (other than hand harvesters) who leave voluntarily all wages due on the regularly scheduled payday. Hand harvesters must be paid no later than 3 days after they voluntarily terminate employment.
- You must pay discharged employees all wages due as soon as the amount can with due diligence be determined. You must pay discharged hand harvesters within 1 working day.

- You must have written authorization from the worker for each deduction other than those authorized by law, such as state or federal taxes withheld. Even with authorization, no deductions for the employer's benefit that reduce the employee's gross wages below the minimum wage are allowed.
- You must keep records for 3 years for all employees which indicate the employee's name, address, birth date, occupation or classification in which employed, total basic rate of pay, total hours worked in each pay period, piecework units (and hours worked while on piece rate as above) per week or day, total wages paid each pay period, a separate itemization of deductions, and a listing or itemization of fringe benefits, and the pay period covered by the payment. See table "Employee Records and Statements Required" on page 5.

What the worker may do

- If you believe your employer is violating any of the rules listed under "What the employer must do," contact the Wage & Hour Division of the Michigan Department of Licensing and Regulatory Affairs (contact information following) or an attorney.

For additional information:

Michigan Department of Licensing and Regulatory Affairs
Wage & Hour Division
530 W. Allegan St., 2nd Floor
Lansing MI 48913
Phone: 517-284-7800

Online Employment Wage Complaint form: http://www.michigan.gov/lara/0,4601,7-154-59886_76527-407131--,00.html

II. Minimum Wage Law

Workforce Opportunity Wage Act, (WOWA), MCL 408.411 *et seq.*

Improved Workforce Opportunity Wage Act, which was passed in fall 2018 and has not been codified as of the writing of this document

Who must comply

- Any farmer employing 2 or more employees 16 years of age or older at any one time during the calendar year must comply. The Michigan minimum wage law, the Michigan Workforce Opportunity Wage Act (WOWA), is broader than the federal law and requires compliance by some employers not required to comply with the federal minimum wage law.
- The Michigan minimum wage provision applies to any employer who is subject to the federal minimum wage provisions since application of the federal minimum wage provisions would result in a lower minimum wage than Michigan law.
- Depending on the size and nature of an employer's business, an agricultural employer may not be required to pay the WOWA minimum wage to some employees who would be exempt from federal minimum wage requirements, such as members of an employer's immediate family, and certain other employees specifically exempt from the federal minimum wage requirements. Federal agricultural employee exemptions are very technical and are interpreted by the U.S. Department of Labor, Wage Hour Division, in its compliance Fact Sheet #12: "Agricultural Employers Under the Fair Labor Standards Act (FLSA)" (<https://www.dol.gov/whd/regs/compliance/whdfs12.pdf>).

- Because an agricultural employer's potential exception from the requirements of the Michigan minimum wage law (WOWA) depend upon technical concepts and specific definitions contained in federal wage law (FLSA), Michigan employers should consult an attorney knowledgeable in both state and federal wage law before assuming that any particular farm employee is "exempt" from receiving the higher Michigan minimum wage for each hour worked.

What the employer must do

- You must pay at least \$9.25 per hour (supersedes Federal Wage Law, \$7.25) to all hourly employees age 18 and over (subject to change in 2019). Covered workers under 18 must be paid as least 85 percent of the Michigan minimum wage and must still meet the federal minimum wage standard, with few exceptions. The Improved Workforce Opportunity Wage Act was passed in fall 2018 and increases the minimum wage to \$10.00 in 2019.¹ Employers will need to adjust pay rates as this law is clarified and codified.
- Employees employed in agriculture, as defined, are exempt from Michigan overtime provisions. Employers covered by federal law must pay overtime if any non-ag work is done in a workweek.
- You must post a copy of the law and rules, or other approved posting(s). Postings are available online from the Department of Licensing and Regulatory Affairs page at www.michigan.gov/lara website or by calling the Department of Licensing and Regulatory Affairs, Wage and Hour Division at 1-855-464-9243.
- Employers may recover overpayment of wages caused by miscalculation or typographical error in certain circumstances if they follow the procedure detailed in MCL 408.477. The law prohibits making such a deduction of an amount greater than 15 percent of the gross wages earned in the pay period in which the deduction is made.

What the worker may do

- If you believe you were not correctly paid the wages that you earned, contact one of the following agencies or an attorney.
- You should keep your own records of the hours you worked, the number of pieces you picked in each pay period, and the amount of wages you were actually paid.

For additional information:

Michigan Department of Licensing and Regulatory Affairs
Wage & Hour Division
530 W. Allegan St., 2nd Floor
Lansing MI 48913
Phone: 517-284-7800

www.michigan.gov/lara/ U.S. Department of Labor, Wage and Hour Division, 1-866-4USWAGE (1-866-487-9243)

¹ Although the act increases the wages as of January 1, 2019, the law does not become effective until 90 days after the current legislative session ends, which is around April 1, 2019.

Michigan New Hire Reporting

42 U.S.C. § 654b (part of the Federal Welfare Reform Act)

Who must comply

All employers must comply.

What the employer must do

- For every newly hired or rehired (after more than 60 days) employee, you must submit a report that contains the following information within 20 days:
 - Employee full name
 - Employee address
 - Employee Social Security number
 - Date of hire
 - Employee state of hire (only if reporting as a multistate employer)
 - Employer name
 - Employer payroll address
 - Employer FEIN (Federal Employer Identification Number).
- New hire reporting may be done online, or with a new hire reporting form or W-4 form.

What the worker must do

- Provide your employer with the required information.

For additional information:

Michigan New Hires Operation Center
P.O. Box 85010
Lansing, MI 48908-5010
Phone: 1-800-524-9846 Fax: 1-877-318-1659
<http://mi-newhire.com/MI-Newhire/>

Federal and Michigan Laws on Youth Employment

Many federal and Michigan laws protect youth in employment. As with other areas that are covered by both state and federal provisions, individuals are required to follow the stricter of the regulations. These are discussed in the following, using the categories of age, school, wage, and safety.

Michigan

Youth Employment Standards Act 90 of 1978 (PA 90), MCL 409.101 *et seq.*

If you as an employer choose to employ individuals under the age of 18, please contact an agricultural labor attorney and the Michigan Department of Education (Phone: 517-335-6041, website: http://www.michigan.gov/mde/0,4615,7-140-2629_59590---,00.html) for guidance. Employers should also refer to the “Resource Links” on page 11, including the [Youth Employment Standards Rules](#) and the [Youth Employment Standards Act](#).

Federal Laws

Laws pertaining to age

Employers may not discriminate on the basis of age in any employment-related decisions, including hiring (unless required to do so based on laws regarding hazardous occupations and minimum age) and compensation. (See Michigan Civil Rights Law discussion on page 24.)

Subject to limited exceptions, you must not employ children under 12 unless they are your own children and they work outside of school hours in a nonhazardous occupation.

You must not employ 12- or 13-year-olds unless you obtain their parents' written consent or their parents are employed on your farm and they work outside of school hours in a nonhazardous occupation.

Fourteen- and 15-year-olds may work outside of school hours in any agricultural occupation not declared hazardous.

Sixteen- and 17-year-old youth may be employed in most agricultural jobs except as handlers/applicators of agricultural use pesticides (see Michigan qualifications on page 9).

Laws pertaining to school

Youths under 16 may not be employed during school hours unless employed by their parent or a person standing in place of their parent.

- School hours are defined by the official calendar of the public school district in which the youth is living while employed in agriculture. These school hours apply to home school and private school students. For young migrant workers, this means they may not work during the school hours in the public school district where their migrant housing site is located.

Laws pertaining to wage

- Generally, youth workers must be paid the federal minimum wage. If they are 16 and over on farms with 2 or more employees, they must be paid at least the Michigan minimum wage (see "Michigan Wage Law" on page 6).
- Employers may not discriminate on the basis of age in any employment-related decisions, including hiring (unless required to do so based on laws regarding hazardous occupations and minimum age) and compensation. (See Michigan Civil Rights Law discussion on page 24.)

Subject to some conditions, certain youth under age 20 who are not covered by the Michigan minimum wage laws may be paid a "youth opportunity wage" of \$4.25 per hour for the first 90 days of employment (also addressed in Michigan Wage Law, see MCL 408.414b). Contact the U.S. Department of Labor for more information at

<https://webapps.dol.gov/elaws/whd/flsa/docs/ymwplink.asp>

- Various minimum wage exceptions may apply to workers with disabilities, full-time students and student learners. For an overview, see the Federal Youth Rules webpage (given under "Resource Links" on page 11). A certificate from the Department of Labor is required before applying for any of these exceptions.

Laws pertaining to safety

- Federal law includes standards for youths employed on farms. Sixteen and 17-year-old youth may be employed in most agricultural jobs except as handlers/applicators of agricultural use

pesticides (see Michigan qualifications on page 9). Youths between 12 and 16 can perform all tasks except those deemed hazardous by the U.S. Department of Labor.

Hazardous occupations (summarized and nonexhaustive) currently include operating tractors over 20 PTO horsepower; operating or assisting to operate any of the following machines — corn picker, cotton picker, grain combine, hay mower, forage harvester, hay baler, potato digger, mobile pea viner, feed grinder, crop dryer, forage blower, auger conveyor, unloading mechanism of a nongravity-type self-unloading wagon or trailer, power posthole digger, power post driver, nonwalking-type rotary tiller, trencher or earthmoving equipment, forklift, potato combine, or power-driven circular, band or chainsaw; working on a farm in a yard, pen, or stall occupied by a bull, boar, stud horse, sow with suckling pigs, or cow with newborn calf (with umbilical cord present); using dynamite; working on ladders over 20 feet in the air; and handling chemicals.

Some of the hazardous occupations can be performed by youths 14 and over if they undergo a certification process by the local Michigan State University Extension Service or the agriculture science department in the local school. A complete list of the hazardous occupations and certification procedures is available from the U.S. Department of Labor (DOL) (address is under “Federal Wage Law” on page 6 and see Child Labor Bulletin 102) (see link under “Resource Links”), and at the U.S. DOL website (www.dol.gov).

Resource Links:

Child Labor Bulletin 101: Child Labor Provisions for Nonagricultural Occupations Under the Fair Labor Standards Act

<https://www.dol.gov/whd/regs/compliance/childlabor101.pdf>

Child Labor Bulletin 102: Child Labor Requirements in Agricultural Occupations Under the Fair Labor Standards Act

<https://www.dol.gov/whd/regs/compliance/childlabor102.pdf>

Hazardous Jobs Listing

<http://www.dol.gov/dol/topic/youthlabor/hazardousjobs.htm>

Michigan Department of Education’s Youth Employment

http://www.michigan.gov/mde/0,4615,7-140-6530_2629_59590---,00.html

Michigan Public Act 90 of 1978, Youth Employment Standards Act (Under laws in the left column, click on “Public Act MCL Search,” and then under “Public Act Search Within MCL,” in the line next to “Public Act Number,” enter “90.”)

<http://www.legislature.mi.gov>

Michigan Youth Employment Standards Rule

https://www.michigan.gov/documents/mde/RULES_-_Youth_Employment_Standards_-_eff_March_13_2015_495589_7.pdf

North American Industry Classification System (NAICS) Sector 11 Agriculture Listing

https://www.census.gov/eos/www/naics/reference_files_tools/1997/sec11.htm

U.S. Department of Labor Youth Rules! Website

<http://www.youthrules.dol.gov/index.htm>

Federal Migrant and Seasonal Agricultural Worker Protection Act

29 U.S.C. §§ 1800 *et seq.*; 29 C.F.R. Part 500

Who must comply

- All farm labor contractors, and agricultural employers and processors who use the services of “farm labor contractors” must comply.
- All agricultural employers and agricultural associations must comply, if not exempted under the family business, small business, or other exemption.
- Providers of migrant agricultural worker housing must comply, unless the provider regularly provides housing on a commercial basis to the general public and provides housing to migrant agricultural workers on the same basis as provided to the public.

Find details at www.dol.gov/whd/mspa/index.htm.

What the employer must do

- You must disclose in writing to each migrant worker at the time of recruitment (or to each seasonal worker upon request) the terms and conditions of the job. You may not provide any false or misleading disclosures. The disclosures must be written in a language the worker understands. You may use form WH-516, available at www.dol.gov/whd/forms/wh516.pdf; The U.S. Department of Labor (DOL) makes this form available online in Spanish and Haitian Creole as well, and additional languages could be available by contacting your nearest Wage and Hour Division office. Provisions of the law can be found at: www.dol.gov/compliance/guide/mspa.htm#who.
- You must comply with the terms of any working arrangement made by the farm labor contractor, agricultural employer, or agricultural association.
- You must post the Migrant and Seasonal Agricultural Worker Protection Act (MSPA) poster available at www.dol.gov/compliance/guide/mspa.htm#who, and federal Occupational Safety and Health Administration (OSHA) poster available at <https://www.osha.gov/Publications/poster.html> in a language that the workers understand,
- If you are using the services of a farm labor contractor, you must first verify the registration status of the farm labor contractor and farm labor contractor employees. This process includes determining that the contractor is properly authorized for all activities he or she will undertake including housing, driving, and transportation. To verify registration status, call 1-866-4USWAGE (1-866-487-9243), or visit www.dol.gov/WHD/regs/statutes/FLCList.htm.
- As required under the minimum wage laws, you must keep records for each worker and provide all workers with itemized statements each pay period (detailed in “Federal Wage Law” on page 4-5). Employers covered by MSPA are required to put more information on the statement than other employers. Not all software companies have proper statements.
- Each person employing agricultural workers must pay all wages owed when due, including the final paycheck and any bonuses owed. Wages may not be withheld as a condition of leaving the migrant labor camp.
- Workers may not be required to purchase goods or services solely from a farm labor contractor, employer, agricultural association, or anyone working as an agent for such a person or entity.
- Each person who owns or controls migrant housing must ensure that the facility complies with the federal and state safety and health standards covering that housing and that a “certificate

of housing inspection” has been obtained and posted. This requirement applies regardless of whether such person who owns or controls the housing is an employer of migrant workers.

- Persons who own, control, or provide migrant housing must post or present, in a language the workers can understand, to each occupant, a statement of the terms and conditions of occupancy.
- Vehicles used to transport migrant or seasonal agricultural workers must be properly insured and operated by a properly licensed and authorized driver. Vehicles must meet federal and state safety standards and have an annual inspection.
- You must not take negative action against an employee for reporting or complaining about a violation under this law.

What the worker may do

- If your employer has failed to comply with the law, you may make a complaint to the Department of Labor, Wage and Hour Division (address is under “Federal Wage Law” on page 6), or contact a lawyer.

For additional information:

Read the information under “Federal Wage Law” ” on page 4), and visit the U.S. Department of Labor Employment Law Guide website at www.dol.gov/compliance/guide/mspa.htm.

Affordable Care Act (ACA)

As the rules, requirements, and operation of the Affordable Care Act (ACA) seem to be in constant change, employers should contact their insurance agent for current requirements for both themselves and their families as well as their responsibilities as employers.

Employers should maintain a copy of their Applicable Large Employer status determinations. If covered, review the Internal Revenue Service website at <https://www.irs.gov/affordable-care-act/employers>.

Federal Family and Medical Leave Act (FMLA)

29 U.S.C. §§ 2601 *et seq.*

Who must comply

- Employers who employ 50 or more employees for at least 20 workweeks in the current or preceding calendar year must comply.

What the employer must do

- Covered employers must grant eligible employees up to a total of 12 workweeks of unpaid leave during any 12-month period for one or more of the following reasons:
 - For the birth and care of the newborn child of the employee

- For placement with the employee of a son or daughter for adoption or foster care
- To care for an immediate family member (spouse, child, or parent) with a serious health condition
- To take medical leave when the employee is unable to work because of a serious health condition

What the worker must do

- Eligible employees must comply with the FMLA's notice and certification requirements.

For additional information:

Visit

<http://www.dol.gov/dol/topic/benefits-leave/fmla.htm>

(U.S. DOL contact information is under "Federal Wage Law" on page 6.)

Michigan Earned Sick Time Act

In fall 2018, the Michigan Legislature signed into law the Earned Sick Time Act. Many items in the law need clarification and may be modified in late 2018 or early 2019. Additional details will be added to this bulletin as they are clarified. The following information is based on the language as it was initially passed.

Who must comply

- Employers of 1 or more individuals must comply.

What the employer must do

- Provide earned sick time to each of the employer's employees in the state of Michigan.
- Employees of a small business² shall accrue a minimum of one hour of earned sick time for every 30 hours worked.
- Employees of an employer (other than a small business) shall accrue a minimum of one hour of paid sick time for every 30 hours worked.
- Accrual shall begin on the effective date of this law (likely April 1, 2019) or upon commencement of the employee's employment, whichever is later. Accrued earned sick time carries over from year to year.
- You must not take negative action against an employee for requesting the use of accrued sick time, using earned sick time, or discussing, reporting, or complaining about a violation under this law or an employee's right under this law.

What the worker may do

- An employee may use earned sick time after it has accrued, except an employer may require an employee hired after April 1, 2019, to wait until the nineteenth calendar day after the employee's start date.

² A small business is defined as having fewer than 10 individuals who work for compensation during a given week and did not maintain 10 or more employees on its payroll during any 20 or more calendar weeks in either the current or preceding calendar year.

- An employee of a small business³ may use no more than 40 hours of paid earned sick time in a year, unless an employer selects a higher limit, and no more than 72 hours of combined paid and unpaid earned sick time.
- An employee of an employer (other than a small business) may use no more than 72 hours of paid earned sick time per year, unless the employer selects a higher limit.
- If you believe your employer is not in compliance with the requirements of this act, you may make a complaint to the Michigan Department of Licensing and Regulatory Affairs or call an attorney.

For additional information:

Michigan Department of Licensing and Regulatory Affairs (LARA)
Phone: LARA: 517-373-1820

Michigan Occupational Safety and Health Act (MIOSHA)

Michigan Occupational Safety and Health Act at MCL 408.1001 *et seq.*

The following rules apply to “agriculture,” as defined by the act; however, there are enforcement limitations for very small employers. Michigan Occupational Safety and Health Act (MIOSHA) Standards apply to the “work activity” of the individual worker rather than to the employer’s general designation. General Industry or Construction Standards may apply to work activities done on a farm.

MIOSHA Safety and Health Standards for Agricultural Operations*

Part 51	Agricultural Tractors (29 C.F.R. §1928.51)
Part 53	Farm Field Equipment (29 C.F.R. §1928.57)
Part 55	Agricultural Operations (29 C.F.R. §1928.21 and §1928.110)
Part OH-700	Agriculture
Part OH-501	Agricultural Operations
Part OH-511	Temporary Labor Camps
Part GI-37	Accident Prevention Signs & Tags
Part GI-51	Logging
Part GI-78	Storage & Handling of Anhydrous Ammonia
Part OH-309	Cadmium
Part CS-42 Part GI-92 Part OH-430	Hazard Communication (29 CFR 1910.1200)

*Links to standards are included in electronic PDF version.

³ A small business is defined as having fewer than 10 individuals who work for compensation during a given week and did not maintain 10 or more employees on its payroll during any 20 or more calendar weeks in either the current or preceding calendar year.

Who must comply

- All employers must comply.

What the employer must do

- You must maintain a safe and healthy work environment for all workers. This applies regardless of enforcement restrictions.
- You must display the MIOSHA poster. Remember, many employers must also post the federal OSHA poster.
- You must report all work-related hospitalizations, loss of an eye, or amputation to MIOSHA within 24 hours.
- You must report all work-related fatalities within 8 hours.
- Employers with 11 or more employees must keep a log of occupational injuries and illnesses and post a summary of them annually. You may use MIOSHA forms found on their website listed following this section. Employers with 10 or fewer employees during all of the previous calendar year may be requested, in writing, to keep these records.
- Important standards include but are not limited to the following:
 - SMV (slow-moving vehicle) signs
 - Anhydrous ammonia equipment
 - Pulpwood logging
 - Labor camps (see “Michigan Agricultural Labor Housing Law” on page 18 for details)
 - Roll-over protection and tractor safety
 - Machinery guarding
 - Field sanitation (see “Field Sanitation Rules” on page 17 for details)
 - Employees’ right to know about chemicals that they may be exposed to and their handling (see “Federal Worker Protection Standard” on page 19 for agricultural use pesticides)
 - Occupational air contaminants and physical agents
- Remember, agricultural operations doing nonagricultural work on the farm will need to follow the general industry health and safety standards as applicable.
- In addition to following the specific health and safety standards, employers have a general duty to furnish a place of employment that is free from recognized hazards that cause or are likely to cause death or serious physical harm.

What the worker must do

- You must follow all safety and health instructions provided by the employer and properly use all safety and health equipment provided.
- If you observe a safety or health hazard, you should report it to your employer. If you anticipate that reporting hazards to the employer will make him or her angry, or if nothing is done to correct a reported hazard, you may submit a written complaint to MIOSHA. You can indicate on the complaint form that you wish to remain anonymous. You may also call MIOSHA with complaints.

For additional information:

Michigan Department of Licensing and Regulatory Affairs — Michigan Occupational Safety & Health Administration
530 W. Allegan St.
Lansing MI 48909
Phone: LARA: 517-373-1820, MIOSHA: 800-866-4674

MIOSHA complaints and fatalities: 1-800-858-039

MIOSHA injuries: 1-844-464-6742

MIOSHA website: <https://www.michigan.gov/lara/0,4601,7-154-11407---,00.html>

Field Sanitation Rules

Federal regulations at 29 C.F.R. 1928.110 *et seq.*

Michigan field sanitation law incorporates and expands the federal regulations and is part of the [Michigan Occupational Safety and Health Act at Part 55 Agricultural Operations](#).

https://www.michigan.gov/documents/CIS_WSH_part51-53_83015_7.pdf

Who must comply under federal requirements

- Any agricultural establishment must comply where 11 or more employees are engaged on any given day in hand-labor operations in the field.

What the employer must do

- Where 11 or more workers are employed on any day within the past 12 months (including your family members), you must provide:
 - Potable drinking water.
 - Potable water shall be provided and placed in locations readily accessible to all employees.
 - The water shall be suitably cool and in sufficient amounts, taking into account the air temperature, humidity and the nature of the work performed, to meet the needs of all employees.
 - The water shall be dispensed in single-use drinking cups or by fountains. The use of common drinking cups or dippers is prohibited.
 - Toilet and handwashing facilities.
 - One toilet facility and one handwashing facility shall be provided for each 20 employees or fraction thereof except as stated in this section.
 - Toilet facilities shall be adequately ventilated, appropriately screened, have self-closing doors that can be closed and latched from the inside, and shall be constructed to ensure privacy.
 - Toilet and handwashing facilities shall be accessibly located in close proximity to each other. The facilities shall be located within a one-quarter-mile walk of each hand laborer's

place of work in the field.

- Where due to terrain it is not feasible to locate facilities as required above, the facilities shall be located at the closest vehicular access point.
- Toilet and handwashing facilities are not required for employees who perform field work for a period of 3 hours or less (including transportation time to and from the field) during the day.
- Under the Worker Protection Standard (WPS), you must notify each worker of the location of decontamination supplies including handwashing facilities.
- Allow each worker reasonable opportunities during the workday to use the facilities.
- Where there are 11 or more employees, you must also inform employees of good hygiene practices.
- You must not take negative action against an employee for reporting or complaining about a violation under this law.

The Michigan Occupational Safety and Health Act expands the requirement under MCL 408.1014n as follows:

(1) Except as provided in subsections (2) and (3), the occupational safety and health field sanitation standard that has been adopted or promulgated by the United States department of labor and has been codified at 29 C.F.R. 1928.110 as of April 1, 1991 is incorporated by reference and supersedes the occupational health field sanitation standard as prescribed in R 325.61751 to R 325.61757 of the Michigan administrative code, and has the same force and effect as a rule promulgated pursuant to this act.

(2) An agricultural employer shall provide, at no cost to the agricultural employee, potable water in locations that are readily accessible to all agricultural employees.

(3) An agricultural employer employing less than 11 agricultural employees shall ensure that an available toilet facility and handwashing facility is either provided by the agricultural employer or available to the agricultural employee.

What the worker may do

- If toilets, handwashing facilities and drinking water are not provided as per the rules above, you may call MIOSHA at 1-800-866-4674 to make a complaint or call an attorney.

For additional information:

The address is under “Michigan Occupational Safety and Health Act (MIOSHA)” section on page 17.

Michigan Agricultural Labor Housing Law

Michigan Public Health Code, MCL 333.12401-12434

Who must comply

- Anyone providing housing for 5 or more migratory agricultural laborers except some commercial establishments must comply. (Camps with fewer than 5 workers must be in compliance with MIOSHA Temporary Labor Camp standards Part OH-511 and federal OSHA 1910.142 or Employment and Training Administration [ETA] standards 20 CFR 654.404 as well as the MSPA [see page 15])

What the employer must do

- Your camp must be licensed by the Michigan Department of Agriculture and Rural Development (MDARD). Before the license can be issued, the camp must meet MDARD standards. You must post a copy of the MDARD license.
- You must provide camp occupants with a clear explanation of their responsibilities for camp occupancy and care. You must also provide at the time of recruitment the terms and conditions of housing if covered by MSPA.
- You or your representative must inspect the camp area at least once a week to see that it is maintained in a clean and orderly condition and that broken or damaged property is promptly repaired.
- Effective June 16, 2005, the operation of a migrant labor housing site without a license is subject to a fine penalty. The MDARD has the authority to impose fines of up to \$1,000 per day (up to a maximum of \$10,000) for operating an agricultural labor camp without a license. You must maintain your housing in compliance with OSHA 1910.142 or ETA standards 20 CFR 654.404 (as well as the MSPA; see pages 12 and 13, bullets 8 and 9).

What the worker must do

You must keep the housing in a clean and orderly condition, as specified in the camp rules or disclosure. A person who willfully damages or destroys any part of a camp may be guilty of a misdemeanor.

If you believe your employer is not in compliance with the housing requirements, you may make a complaint to MDARD or call an attorney.

For additional information:

Michigan Department of Agriculture & Rural Development, Environmental Stewardship Division
P.O. Box 30017
Lansing, MI 48909
Phone: 517-284-5771

www.michigan.gov/mdard under Licensing, Certification & Registration tab.

Federal Worker Protection Standard (WPS)

Worker Protection Standard, 40 C.F.R., Part 170

Who must comply

- Any agricultural employer or handler employer must comply who uses a pesticide that has on its label the statement: "Use this product only in accordance with its labeling and with the Worker Protection Standard, 40 CFR part 170."

What the employer must do

- Follow all restricted-entry interval (REI) requirements listed on the pesticide container label and notify workers about treated areas including ventilation requirements.
- Post required pesticide application information and safety data sheets (SDSs) in a central

posting location and tell workers and handlers where the location is.

- Provide decontamination sites and supplies.
- Provide workers with personal protective equipment when required.
- Obtain medical evaluation for all handlers required to wear respiratory protection.
- Provide Worker Protection Standard (WPS) training to all workers and handlers every year. Training must be done by a certified pesticide applicator or by someone who has completed an official WPS train-the-trainer program.
- Make records of training, application information, and SDSs for pesticides and maintain them for 2 years. A copy of these records may be requested by the worker or their “designated representative” (upon proper request).
- Require applicators to follow the Application Exclusion Zone requirement during applications.
- You shall not take any retaliatory action for an individual’s attempt to comply with the act or any action having the effect of preventing or discouraging any worker from complying or attempting to comply with this act.

What the worker/handler must do

- Stay out of treated areas as per REI requirements.
- Wear personal protective equipment when required.

In case of pesticide poisoning

The following is adapted from EPA’s WPS website at <https://www.epa.gov/pesticide-worker-safety/case-pesticide-poisoning>.

Time is critical with any pesticide poisoning!

- Get immediate help from a:
 - local hospital;
 - physician; or
 - poison control center (800-222-1222).
- Find out what you were exposed to and report it to your local hospital, physician, or poison control.

If you believe you have been poisoned or injured by pesticides on an agricultural establishment covered under the Worker Protection Standards (WPS), your employer must:

- Make transportation available from the job site to a medical care facility.
- Provide information about the pesticide to which you may have been exposed.

As this is a workplace issue, workers’ compensation insurance will pay for medical bills resulting from a workplace injury or illness.

Find more information about the Agricultural Worker Protection Standard at this website: <https://www.epa.gov/pesticide-worker-safety/agricultural-worker-protection-standard-wps>

If you believe your employer is violating any of the rules regarding pesticide poisoning, contact the Michigan Department of Agriculture & Rural Development, Pesticide and Plant Pest Management

Division (contact information following), MIOSHA, or an attorney.

For additional information:

Michigan Department of Agriculture & Rural Development, Pesticide and Plant Pest Management Division

P.O. Box 30017

Lansing, MI 48909

Phone: 800-292-3939

www.michigan.gov/mdard

www.epa.gov/oecaagct/twor.html

Or contact your local MSU Extension office or MIOSHA.

Taxes Overview

I. Federal Income Tax Law

Who must comply

- All employers must comply.

What the employer must do

- Withhold federal income tax on any worker's wages subject to Social Security tax (FICA). See IRS Publication 15: Circular E, Employer's Tax Guide; IRS Publication 51: Circular A, Agricultural Employer's Tax Guide; and IRS Publication 225: Farmer's Tax Guide, for details. All are available at www.irs.gov. Nonresident alien withholding is subject to the special rules outlined on form W-4.
- Foreign agricultural workers temporarily admitted into the United States on H-2A visas are exempt from U.S. Social Security and Medicare taxes on compensation paid to them for services performed in connection with the H-2A visa. Additionally, there are special rules for federal income tax withholding. For more information, visit <https://www.irs.gov/individuals/international-taxpayers/foreign-agricultural-workers>.
- Provide each worker with form W-2 at the close of the tax year showing wages paid and taxes withheld. A worker may request a W-2 at the time of termination.
- Provide form 1099 to all bona fide independent contractors.

What the worker must do

- Complete and submit to your employer form W-4 at time of hire. If the worker does not complete and submit form W-4, the employer should withhold taxes as if employee were single with zero withholding allowances. (Note that an H-2A agricultural worker does not need to submit a form W-4 if the worker does not agree to the withholding of U.S. federal income tax from the worker's compensation. An H-2A worker must provide a completed form W-4 to the employer, if the worker would like the employer to withhold U.S. federal income tax.)
- Contact your tax preparer or an attorney if you have questions.

For additional information:

Contact your local IRS office, www.irs.gov, or IRS prerecorded TeleTax Topics at 1-800-829-4477.

II. Michigan Income Tax Law

Who Must Comply

- Every employer in this state who is required to withhold federal income tax under the Internal Revenue Code must be registered for and withhold Michigan income tax. Agricultural employers are not exempted. Employers must obtain form MI-W4 from the worker or follow state withholding rules. See PA 281, Michigan Withholding Exemption Certificate (MI-W4), for details. Available at 517-636-6925 or <http://michigan.gov/taxes>.

For additional information:

Michigan Department of Treasury
Lansing, MI 48922
Phone: 517-636-6925
<http://michigan.gov/taxes>

III. Federal Social Security and Medicare Law

Who must comply

- Any farmer employing labor, including an employed spouse but excluding the employer's children under 18, must comply. The wages for the services of a child are subject to income tax withholding and Social Security and Medicare taxes if the child works for a corporation (even if it is controlled by the child's parent), a partnership (even if the child's parent is a partner, unless each partner is a parent of the child) or an estate (even if it is the estate of a deceased parent).

What the employer must do

- Withhold Social Security and Medicare tax (under FICA, which is the Federal Insurance Contributions Act) on all qualified employees. Qualified employees include those who are U.S. citizens, permanent residents or temporary resident aliens, and an employer's children if they are over 18 or employed by one of the entities described under "Who Must Comply."
- Foreign agricultural workers temporarily admitted into the U.S. on H-2A visas are exempt from U.S. Social Security and Medicare taxes on compensation paid to them for services performed in connection with the H-2A visa. Additionally, there are special rules for federal income tax withholding. For more information, visit <https://www.irs.gov/individuals/international-taxpayers/foreign-agricultural-workers>.

What the worker must do

- To obtain a Social Security card or to collect retirement, disability, or death benefits, you must contact a local Social Security office. You will need to bring documents showing that you are eligible to obtain a number or benefits.

For additional information:

General information for workers and employers is available on the Social Security website at www.ssa.gov/.

For the employer, essential information about income tax and FICA withholding rules and procedure is summarized in IRS Publication 15: Circular E, Employer's Tax Guide, available at www.irs.gov, and IRS Publication 51: Circular A, Agricultural Employer's Tax Guide, available at www.irs.gov. Additional information is available on the employer website of the Social Security

Administration at www.ssa.gov/employer/.

For the worker, an online office locator and more information about Social Security eligibility is available from the Social Security Administration at www.ssa.gov/ and in Spanish at www.ssa.gov/espanol/ or by calling 1-800-772-1213.

IV. Michigan Unemployment Insurance Law

Michigan Employment Security Act, MCL 421.1, *et seq.*

Who must comply

- Any farmer employing 10 or more workers in each of 20 weeks during the current or preceding calendar year, or having a cash payroll of \$20,000 or more in any calendar quarter of the current or preceding calendar year must comply. For nonfarm enterprises (such as packing other farmers' produce), you must comply when the total annual payroll for that enterprise reaches \$1,000.

What the employer must do

- You must provide unemployment insurance coverage for your employees. The Michigan Unemployment Insurance Agency (UIA) is the carrier. It is your responsibility to determine and report eligibility.
- Quarterly, you must submit to the state a Quarterly Wage Detail Report (UC 1017). This form can be submitted electronically at www.michigan.gov/uia.
- You must post the UIA Unemployment Claim (UC) poster. The poster is available as a free download at www.michigan.gov/documents/uia_UC1710_76109_7.pdf.
- Seasonal employers (employers who regularly operate for no more than 26 weeks within a 52-week period) may apply to the UIA for a "seasonal employer" designation, which may limit off-season claims if the employer complies with all posting, notice, and rehire requirements. Application may be made by filling out UIA 1155 found on the UIA website at <https://www.michigan.gov/uia/0,4680,7-118-1360---,00.html>.

What the worker must do

- To obtain unemployment benefits after your employment ends, you may apply by phone at 1-866-500-0017 or online at www.michigan.gov/uia.
- Workers who work for designated seasonal employers may have their unemployment benefit amount reduced. However, workers who have been employed by designated seasonal employers should still apply for unemployment benefits. They might be eligible for some benefits. Also, an employer must follow all of the rules of the seasonal employer program to claim the designation. If the employer has not followed all of the rules or does not rehire the worker the following season, the worker might be entitled to benefits. Workers should continue to certify each week.
- if you think the determination was incorrect, protest within 30 days of the determination, call an attorney, or do both.

For additional information:

Employers may call UIA Office of Employer Ombudsman:

Office of Employer Ombudsman (OEO)

1-855-4UIAOEO (1-855-484-2636)

8:30 a.m. to 4:30 p.m., weekdays

OEO@michigan.gov

Michigan Workers' Disability Compensation Law

Workers' Disability Compensation Act, MCL418.101 *et seq.*

Who must comply

- All agricultural employers of 3 or more regular employees paid hourly wages or salaries and not paid on a piecework basis, who were employed 35 or more hours per week by that same employer for 13 or more consecutive weeks during the preceding 52 weeks must comply. Coverage shall apply only to such regularly employed workers.
- All agricultural employers of one or more employees who are employed 35 or more hours per week by that same employer for 5 or more consecutive weeks shall provide for such employees medical and hospital coverage for all personal injuries arising out of and in the course of employment suffered by such employees not otherwise covered by the act.

NOTE: Such employees have the right to sue for recovery of lost wages.

- Workers' compensation is an exclusive remedy. A farmer may voluntarily choose to purchase workers' compensation insurance even if he or she is not required to do so by law. Doing so may preclude other liability for personal injury. An employer who does not insure may be liable for personal injuries sustained at work by employees. Such employees have the right to sue for recovery of lost wages, medical and hospital coverage, and other damages.

What the employer must do

- You must provide workers' disability compensation insurance for all regular employees who come under the law.
- You may buy a policy that provides full coverage to all workers.

What the worker must do

- You must report any work-related injury or illness to the employer or your supervisor at the time it happens, if possible.
- Report the injury or illness to the Workers' Compensation Agency to determine eligibility for benefits or contact an attorney.

For additional information:

Workers' Compensation Agency
P.O. Box 30016
Lansing, MI 48909
Phone: 1-888-396-5041
Email: wcinfo@michigan.gov
<http://michigan.gov/wca>

Michigan Civil Rights Law

Elliott-Larsen Civil Rights Act, MCL 37.2101 *et seq.*

Who must comply

- All employers and housing providers must comply.

What the employer must do

- You must not discriminate against any individual because of religion, race, color, national origin, age, sex, height, weight, or marital status in any employment-related decisions, such as advertising, recruiting, hiring, compensating, training or discharging, or in the provision of housing.
- You must not discriminate against handicapped persons unless their handicap makes it impossible for the person to perform the job. (See Americans with Disabilities Act discussion on page 26 for federal law covering employees with disabilities.)
- You and the supervisors of your workers must not engage in unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct, or communication of a sexual nature.
- Post Discrimination Prohibited poster (Michigan specific) (https://www.michigan.gov/documents/mdcr/Discrimination_poster_2017_2_554046_7.pdf).
- Post Equal Employment Opportunity poster (federal) (<https://www.dol.gov/ofccp/regs/compliance/posters/pdf/eeopost.pdf>).

What the employer may do

- You may advertise, recruit, hire, compensate, and perform other aspects of employment, on the basis of the requirements of the job and the ability of an individual to perform those requirements.

What the worker may do

- If you feel you have been unlawfully discriminated against, you may file a complaint with the Michigan Department of Civil Rights or the U.S. Equal Employment Opportunity Commission (EEOC), or call an attorney. Contact information for the EEOC is listed under the Americans with Disabilities Act section on page 26.

Michigan Department of Civil Rights
Capitol Tower Building
110 W. Michigan Ave., Suite 800
Lansing, MI 48933
Phone: 1-800-482-3604

Or

Michigan Department of Civil Rights
Detroit Executive Office
Cadillac Place
3054 West Grand Blvd., Suite 3-600
Detroit, MI 48202
Phone: 313-456-3700
Fax: 313-456-3701
www.michigan.gov/mdcr

The Federal Equal Employment Opportunity⁴ poster is available at:
Equal Employment Opportunity Office of Federal Contract Compliance Programs
U.S. Department of Labor Employment Standards Administration
200 Constitution Ave. NW
Washington, DC 20210
<https://www.dol.gov/ofccp/regs/compliance/posters/ofccpost.htm>

Federal Americans with Disabilities Act (ADA)

Americans with Disabilities Act of 1990, pertinent parts codified at 42 U.S.C. §§ 12111 *et seq.*

Who must comply

Employers with 15 or more employees must comply.

What the employer must do

- You must not discriminate against qualified individuals with disabilities in any employment-related decisions, such as selecting, hiring, promoting, or providing benefits.
- Upon request, you must make reasonable accommodations to enable disabled employees to perform their job tasks unless that accommodation poses an undue hardship on the company.
- Post American with Disabilities Act (ADA) poster.

What the employer may do

- You are allowed to hire the most qualified applicant for a specific job.
- You may require that all applicants be able to perform the essential functions of the job with or without reasonable accommodations.
- You may require an applicant to take a medical examination after a job offer is made and before the applicant begins work, so long as all employees in the job category are required to take the same examination and the medical information obtained remains confidential.

What the worker may do

- If you feel you have been discriminated against, contact the Equal Employment Opportunity Commission (contact information following), or call an attorney.

For additional information:

Equal Employment Opportunity Commission (EEOC)
477 Michigan Ave., Room 865
Detroit, MI 48226-9704
Phone: 800-669-4000

The ADA poster is available at:
U.S. Equal Employment Opportunity Commission
P.O. Box 12549
Cincinnati, OH 45212-0549

⁴ Federal Civil Rights Law: Title VII of the Civil Rights Act of 1964

Federal Immigration Reform and Control Act (IRCA)

Immigration Reform and Control Act (IRCA) of 1986, Pub. L. 99-603, pertinent parts codified at 8 U.S.C. § 1324a-1324b

Who must comply

- All employers must comply.

What the employer must do

- You must employ only U.S. citizens or aliens authorized to work in the United States.
- You must examine documentation presented by new employees, and record information on the verification form (USCIS form I-9). Sign the form and have all new employees complete and sign it. Do not have the I-9 form filled out before the decision to hire. You must retain the I-9 forms for 3 years or for 1 year past the end of employment of the individual, whichever is longer.

What the worker must do

- You must complete Section 1 and present documentation after employment is offered that verifies your identity and eligibility to work. Lists of acceptable documentation are included with the instructions for the I-9 form.
- If you feel that you have been discriminated against in the hiring process based on your citizenship or national origin, or you have been asked to provide specific documents showing your identity or work authorization, call the Immigrant and Employee Rights (IER) Worker Hotline, toll-free at 1-800-255-7688, or call an attorney.

For additional information:

U.S. Department of Homeland Security
Citizenship and Immigration Services
National Customer Service Center
<http://www.uscis.gov/portal/site/uscis> or 1-800-375-5283.

Information on the I-9 form and the form itself are available at <http://uscis.gov>. (Look for “I-9 Central”) (<https://www.uscis.gov/i-9-central>). Direct questions to the Office of Business Liaison at 1-800-375-5283.

Information on the misuse of I-9 forms is available at:

U.S. Department of Justice
Civil Rights Division
Immigrant and Employee Rights Section
950 Pennsylvania Ave. NW
Washington, DC 20530
Phone: 202-616-5594
Teletypewriter (TTY): 202-616-5525 and 1-800-237-2515
Worker Hotline: 1-800-255-7688
Employer Hotline: 1-800-255-8155

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