

NOTE: OSHA REQUIRES THAT REPRODUCTIONS OR FACSIMILES OF THE POSTER BE AT LEAST 8.5" X 14" INCHES WITH 10 POINT TYPE.

SERIAL NUMBER: 583925

MICHIGAN SAFETY AND HEALTH PROTECTION OF THE JOB

THE MICHIGAN OCCUPATIONAL SAFETY AND HEALTH ACT, 1974 P.A. 154, AS AMENDED, REQUIRES POSTING OF THIS DOCUMENT IN A CLEAR, PASTED, CONSPICUOUS LOCATION. FAILURE TO DO SO MAY RESULT IN A PENALTY.


The Michigan Occupational Safety and Health (MIOSH) Act, Act No. 154 of the Public Acts of 1974, as amended, provides for the protection of the safety and health of 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:** MIOSH 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 1-800-458-0397.
 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 844-664-6742 (MIOSH).
 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 MIOSH standard.
 10. Not permit an employee, other than an employee whose presence is necessary to correct, control, or remove a danger, to operate any 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 MIOSH standard.

- EMPLOYER REQUIREMENTS:** MIOSH requires that each employer:
1. Comply with promulgated rules and standards with all orders issued pursuant to the Act.
 2. Not remove, displace, destroy, or call away 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.

THIS IS AN IMPORTANT DOCUMENT - DO NOT COVER!




MIOSH
Michigan Occupational Safety and Health Administration

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




MICHIGAN DEPARTMENT OF LABOR & ECONOMIC OPPORTUNITY

MIOSHA/CET 2019

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

MIOSHA/CET 2019



Employees subject to the state minimum wage law are obligated to pay the higher rate

Federal Minimum Wage

\$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY:
At least 1 1/2 times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR:
An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youth 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work restrictions. Different rules apply in agricultural employment.

TIP CREDIT:
Employees of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employer's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

NURSING MOTHERS:
Employees of nursing mothers who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay nursing mothers a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employer's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

ENFORCEMENT:
The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate under and recommend criminal prosecution. Employers may be assessed civil penalties for each willful or repeated violation of the minimum wage law (overtime pay provisions of the law are deemed to be willful or repeated). The law also prohibits retaliation against or discriminating workers who file a complaint or participate in a proceeding under the FLSA.

ADDITIONAL INFORMATION:
• Certain occupations and establishments are exempt from the minimum wage, overtime, and other overtime pay provisions.
• Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.
• Some state laws provide greater employee protections; employers must comply with both.
• Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime protections and correctly classified independent contractors are not.
• Certain full-time students, student teachers, apprentices, and workers with disabilities may be paid less than the minimum wage under special conditions provided by the Department of Labor.

1-866-467-6242 • TOLL FREE 1-877-458-5627 • www.dle.state.mi.us

WAGE AND HOUR DIVISION • WAGE AND HOUR DIVISION • UNITED STATES DEPARTMENT OF LABOR

Whistleblowers' Protection

ATTENTION EMPLOYEES: The Michigan Whistleblowers' Protection Act (489 P.A. 1980) creates certain protections and obligations for employers and employees 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 or against a person acting on your behalf or report of a violation or a person who reports a violation of the minimum wage law (overtime pay provisions of the law are deemed to be willful or repeated). The law also prohibits retaliation against or discriminating workers who file a complaint or participate in a proceeding under the FLSA.

OBLIGATIONS:
The Act does not diminish or impair either your rights or the rights of a public employer under any collective bargaining agreement. The Act does not require an employee to compensate you for your participation in a public hearing, investigation, inquiry or court action.

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 employer may be liable for the cost of reasonable attorney's fees and costs of litigation. The law also prohibits retaliation against or discriminating workers who file a complaint or participate in a proceeding under the FLSA.


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



No Smoking Law

NO SMOKING
This is a smoke-free environment.

Michigan prohibits smoking in public places, places of employment, and in food service establishments such as restaurants, cafeterias, food courts in shopping malls, and bars



Youth Employment Standards

STATE OF MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC OPPORTUNITY
GENERAL INVESTIGATIVE DIVISION
SUSAN CORBIN - DIRECTOR

Informational Sheet: Youth Employment Standards Act of 1978, as amended

POSTING REQUIREMENT:
MC40-116 Minor under 16 years; days and hours of employment.
Sec. 16. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-117 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 17. (1) A minor 16 years of age or older shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-118 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 18. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-119 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 19. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-120 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 20. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-121 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 21. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-122 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 22. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-123 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 23. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-124 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 24. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-125 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 25. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-126 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 26. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-127 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 27. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-128 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 28. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-129 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 29. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-130 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 30. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-131 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 31. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-132 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 32. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-133 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 33. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-134 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 34. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-135 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 35. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-136 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 36. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-137 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 37. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-138 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 38. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-139 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 39. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-140 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 40. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-141 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 41. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-142 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 42. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-143 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 43. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-144 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 44. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-145 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 45. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-146 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 46. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-147 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 47. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-148 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 48. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-149 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 49. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-150 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 50. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-151 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 51. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-152 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 52. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-153 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 53. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-154 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 54. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-155 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 55. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-156 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 56. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-157 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 57. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-158 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 58. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-159 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 59. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-160 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 60. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-161 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 61. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-162 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 62. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-163 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 63. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-164 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 64. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-165 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 65. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-166 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 66. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-167 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 67. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work total of 48 hours during the period when school is in session.

MC40-168 Minor 16 years and over; days and hours of employment; agricultural processing.
Sec. 68. A minor under 16 years shall not be employed in an occupation subject to this act for more than 15 days in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than a weekly average of 4 hours per day or 48 hours in 1 week, nor for a period longer than the hours of 9 a.m. and 7 p.m. A minor who is a student in school shall not be employed more than a combined school and work